Local Government SERVICE

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NOTES AND COMMENTS

The Price of Civilization

IN his 19th Annual Report, for 1937-38, the Minister of Health provides graphic and convincing evidence for the claim upon which all N.A.L.G.O.'s public relations work is based—that local authorities give good value for the money they receive from the ratepayer.

The Minister paints a vivid picture of the England of 100 years ago—an England largely of back-to-back hovels lacking not only drainage, baths, and gardens, but even water, light, and air—an England regularly decimated by disease, and whose people lived in conditions no farmer to-day could impose upon his pigs without incurring prosecution. We read that the average age of death in Manchester was 17 years, that one town of 30,000 inhabitants had not a single sewer, that in 1838 one baby in every six died before its first birthday, that thousands were killed by smallpox and cholera, diseases which, to-day, have been virtually stamped out.

Contrast this picture with the conditions to-day—one person in every three living in a post-war dwelling, slum dwellers being rehoused at the rate of 1,000 a day, free medical treatment for mothers, babies, and children, free milk and meals in schools, municipal midwives and hospitals, efficient removal of refuse, pure water, inspection of food and drugs, cheap light, power, and transport, and nation-wide opportunities for education, culture and recreation. Is this not worth the cost? Is 1s. 7½d. a week—the average rate per head last year—too high a price to pay for civilisation?

A Hint to Local Authorities

The report is packed with material of interest to every local government officer. But one paragraph, in particular, gives encouragement to N.A.L.G.O. Discussing the growing use of the film as a means of health propaganda, it states:

"The Minister is particularly glad to note that a number of local authorities have recently been making films (including colour films) about their own health services. He feels sure that much fuller use can be made of the film as a medium of health education, and he trusts that local authorities will not hesitate to make appropriations for this purpose and for health education generally."

With this Ministerial blessing cannot N.A.L.G.O. branches urge their local authorities to produce films of their work or to finance films produced by the branch? One authority has already done this, making a grant of £100 to a branch public relations committee. The case for local government propaganda is so strong that few councils, we believe, will refuse to listen to it or, having heard, to act.

A Fine Housing Film

Talking of films, one of the best "documentaries" we have seen recently is "Homes for Workers," produced by the Liverpool Gas Company. It shows, clearly and graphically, Liverpool's housing progress, and has an interesting running commentary by the Housing Director, Mr. L. H. Keay. Although produced as a publicity film for gas, the propaganda, like that of most of the gas films, is more hinted at than stated. The film, in short, maintains the fine standard set by the Gas Industry since it entered the field of film propaganda.

Believe it or Not

" Three hours before the meeting was due to commence there was a crowd of people waiting outside the main entrance to the Town Hall . . . The roadway was obstructed, and police had to be stationed to control traffic. So vast did the crowd become that there was a danger of people in front being injured . . . As a safeguard, the doors were opened some 45 minutes before the advertised time. . . People almost fought to gain admittance and demonstrate their indignation . . . .

" By 7.15 p.m. both halls were filled to capacity. . . and still there remained some 2,000 outside clamouring for admission. Eventually Mr. Charsley announced that after his speech inside he would address those in the roadway from the Town Hall balcony, and although it was nearly 9 p.m. before he did so . . . a crowd numbering well over 1,500 waited and blocked Oxford Street whilst they heard him speak. . . .

" A meeting of . . . the largest industry of the town passed a resolution . . . begging the Council to reconsider its decision. . . .

" An executive meeting of the Ratepayers' Association . . . resolved that the Association should do all in its power to support the efforts being made to prevail upon the Borough Council to reconsider their decision. . . ."

And so on, to the extent of six columns and under the headlines :

RATEPAYERS REVOLT

AMAZING SCENES AT PROTEST MEETINGS

Over 3,000 Identify themselves with Condemnation of Council's Policy

All about what ? An increase of 1s. in the rates ? A proposal to build a new civic hall ? A decision to double the salaries of municipal officers ?

Wrong every time. The demonstration was to protest against a decision of Weston-super-Mare Council to *reduce* the rates by dismissing the music director, and possibly, disbanding the municipal orchestra.

Miracles Can Happen

While you are recovering your breath, here are a few extracts from the report in the " Weston Mercury."

" ' We want good music, and for that we are prepared to pay . . . out of the rates (cheers). . . .'

" He produced an anonymous letter, said to have been written by a Weston woman, enquiring if consideration had been given to the hundreds of ratepayers who had to work ever so hard to be able to pay their rates (loud laughter). . . .

" Ought municipal music to be tabooed because it involved a higher rate. . . We have here an example of the age-long conflict between light and darkness, honour and disgrace, culture and barbarism."

If ratepayers can be roused to such enthusiasm in defence of municipal music, cannot they be persuaded to show equal determination to protect even more vital municipal services from the " economy " campaigners? We believe that they can—if once they know what the services are and mean. And that is what N.A.L.G.O.'s public relations organization is trying to tell them.

Wanted—Livelier Conferences

N.A.L.G.O. members, it would appear, are not alone in criticising their annual Conference. Writing in the journal of his union just before the recent T.U.C. conference, Mr. H. M. Wall, general secretary of the London Society of Compositors, accused the General Council of having made itself responsible for only one resolution on the agenda, and that a comparatively unimportant one.

" A good deal of the cargo carried to Blackpool could be jettisoned without loss," he declared, adding, " unfortunately, Congress is moving in cart-ruts made by its sixty-nine predecessors, and the General Council does not appear to be much disposed to steer Congress out of these ruts."

Happily, there are signs now that N.A.L.G.O.'s N.E.C. is determined to infuse more life into Conference next year—if branches will permit it.

Danish Officers' Need

In how many countries, other than our own, are there still people who tend to the belief that local government officers are underworked and overpaid parasites, obtaining their positions by nepotism and holding them by graft ? Apparently there are in Denmark, for a member relates that a citizen of Copenhagen, who had heard of his connection with the English municipal service, volunteered a remark concerning those whose work lay in the famous Roadhus —the municipal offices—in the following terms : " There they get 450 kronen (about £20) a month ; they have a secure job, with a pension when they retire, and have nothing to do from 9 to 5." Then he implied with expressive gesticulation that " the big boot " was necessary to get one a job there.

Judging from the member's impression of municipal enterprise in Denmark, this attitude would seem strikingly misrepresentative. Then why should it be allowed to persist ? Perhaps Danish municipal officers, too, are in need of an active public relations campaign ?

Poor Law Again ?

The University of Liverpool has recently published a report (Hodder & Stoughton, 2s. 6d.) upon an examination which it was invited to conduct by the Liverpool Advisory Committee of the Unemployment Assistance Board, into the arrangements for co-operation between the Board, local authorities and voluntary bodies, in dealing with households in receipt of unemployment allowances. The investigation brought many problems of demarcation to light ; and the University suggested that the Board should undertake duties which are primarily those of another authority only with the greatest reluctance and after full investigation and discussion with the authority concerned, and that voluntary bodies should normally refrain from granting assistance of a kind which can be given by the Board.

The report recognizes, however, that the issues go deeper than administrative co-ordination, pointing out that the creation of the Board has brought about a development apparently in conflict with the principle generally accepted when it was established, that is, the break up of the poor law : " If the functional social services are to cater for all the wants of the poor no function is left to the Board ; but if the Board is to satisfy all the wants of the unemployed . . . something like the old general destitution authority has been resuscitated," the old poor law being re-integrated so far as the Board's clients are concerned.

THE CRY FOR LOCAL ECONOMY

THE interests which are ever ready to exploit the economy cry are now carrying on a widespread campaign, with the help of those organs of the Press which have served them in the past. One feature which has characterised previous campaigns, namely, a general attack on official salaries, has been dropped ; or, at any rate, not so far put in the forefront. Perhaps it is recognised that although the scale of public provision is " extravagant," official salaries are not. Perhaps it is deemed wise to dissipate the abiding Service antagonism which previous attacks left behind. Perhaps the growth of the organised strength of local government officers has not gone unnoticed.

Notwithstanding this negative characteristic, and whatever the reason for it, the campaign cannot be disregarded by the Association, or treated by the Service as without deadly threat to legitimate service interests.

It is, of course, right and prudent that when a vast commitment on defence is superimposed on expanded social provision, the relative values of various objects of public expenditure, and the total volume of expenditure, should be scrutinised with special care.

Officers cannot, however, regard a campaign of the character of the present one as in the public interest. The scale of expenditure is denounced without any attempt to inform the ratepayers of the range of the local authority's requirements, the needs of the public, or the value and achievements of the services on which the money is spent. The expenditure in general, and the whole outlook of Parliament and the Councils, is styled extravagant ; and by every device of misrepresentation and suppression the councils are held up to obloquy as squandermaniacs.

The threat to the Service, in such a campaign, is twofold. Work up the ratepayers to a belief in squandermania and the atmosphere is one in which officers know from past experience that they will have scant chance of justice in the redress of grievances, and will most likely be called upon to take lower salaries.

Not only that, however, for in such an atmosphere there may easily be a wholesale scrapping of services which officers, in common with all responsible elements in the State, believe to be a social necessity ; services which officers entered on a footing of security in tenure.

In counteracting the evil features of a campaign such as the present one, the Service finds its own legitimate interest to coincide with the public interest. On its behalf we say that not only will it resist an attack on salaries with all its organised strength, but must and will take the strongest measures to counteract the evils of a propaganda by selfish interests such as that which is proceeding to-day.

In connection with the subject generally, we call the attention of all officers to the imputations of Sir John Marriott, in a letter to " The Times " published on August 12. After expressing his view that " there is room in the departments of local authorities for considerable exercise of the virtues of small economies," Sir John proceeded to suggest, as an alternative to a new Geddes Committee, a conference of representatives of local authorities charged with the administration of education and other social services. " Let them not, however," he went on to say, " be accompanied by any expert officials. . . . Professional zeal is an incentive to expenditure if not to extravagance . . . Officials rule the roost ; and bureaucracy, whatever its virtues, does not make for economy."

It is an outrage that one who is accounted an authority on the mechanism of the modern state should suggest without proof that democratic control has broken down in this country, and leave the public with the inference that the responsibility for policies and administration which have led to the scale of expenditure he deplores is that of the official.

Apart from the fact that the committee system in English local government has kept the local official singularly amenable to the control and supervision of the elected representatives, it is almost entirely due to the efforts of officials that most authorities to-day have adopted costing systems and that system of check and scrutiny termed " budgetary control."

If Sir John studied sample volumes of the monthly minutes of local authorities he would be struck by the extent to which they constitute a record of approvals to items of a few pounds. Under budgetary control, any item not passed on the detailed annual scrutiny of the estimates must be brought specially to the notice of the finance committee and approved by them before even the council can confirm the originating committee's proposal ; a specific saving on a general account cannot be used for overspending on another item under the same general heading ; there is special finance committee scrutiny of every penny of capital expenditure and expenditure out of reserve or renewal funds ; every member of the council is supplied with periodical statements of the progress of expenditure upon the year's account ; every departmental head must notify and consult the council's treasurer on any recommendation requiring the finance committee's consideration, and it is the treasurer's duty to report to the finance committee when the items are submitted, and to offer his observations.

What more thorough system of control could officers have offered their councils than this ?

If imputations of this kind come from an ex-member of Parliament what may we expect in other quarters ?

The Association must deploy its public relations forces immediately, and to the full. It is time to exercise our rights, not merely to claim them. We call upon every branch to respond.

"LOCAL GOVERNMENT SERVICE"

The Editor can accept no responsibility for opinions expressed by contributors or correspondents. Contributions for the November number, written or typed on one side of the paper only, must reach the Editor by October 17, and must be accompanied by the name and address of the author, not necessarily for publication.

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TOWNS RUN BY COUNCIL-MANAGER

1. Background of the American System

By D. B. TWEEDY

This year in the United States the thirtieth anniversary of the system of municipal administration by "council-managers" is being celebrated. In the article below, Mr. D. B. Tweedy, an American research student specialising in local government, outlines the conditions of corruption, jobbery, and control by political "bosses" which gave rise to the system. In a second article, to be published next month, he will describe the development of the system and its operation to-day.

TO the student of social organization there is, perhaps, no more spectacular development in political institutions than the growth of the American city, and the accompanying fluctuations of governmental types and practices which follow one another in rapid succession in an effort to adjust *a priori* democratic theory to the necessities of modern urban life. While the rapid growth of the modern city is not restricted to America, that country has offered a peculiar setting for the interplay of forces not found in the older European civilizations, which has intensified the problem. Nowhere else has growth been so rapid, change so pronounced, or type of organization so varied.

The Council-Manager plan of local government represents the only carefully considered effort put forward in America to solve the most difficult problem of urban political democracy. That problem is the provision of an executive system capable of meeting the ever expanding and increasingly complex functions assumed by or assigned to the local authorities without relinquishing democratic control. Even thirty years ago, when the Council-Manager plan was first suggested for the city of Staunton, American experience had amply demonstrated the tragic and costly failure of the politically chosen, amateur municipal executive.

Before entering upon a descriptive analysis of the Council-Manager plan it is necessary to review briefly the problems that brought this system into being.

Growth of Administration in a New World

A country which, only a little over a century ago, was largely an undeveloped wilderness containing a few scattered villages with simple needs, has now become one of the most highly industrialized civilizations that the world has known. The physical conquest of the continent is a great tribute to a virile people, *but the very conditions and qualities which made possible this achievement created difficulties which were slow to be recognized and have only recently been partially overcome.* At the close of the nineteenth century American municipal government had the deserved reputation of being both corrupt and inefficient, but although a lingering heritage of distrust and suspicion still persists almost everywhere, there are to-day many municipal achievements which do credit to that country's institutions.

In the latter part of the eighteenth century, more than ever before or since, the prevailing attitude in the United States was *resistance* to government. When the federal government was established in 1789, there were written into the new Constitution certain almost universally accepted political theories which had grown out of a rather unique experience. The people who settled America were keenly opposed to any restraint by officials. Most of them had come to that new country to escape political and religious restrictions, and hoped to work out their individual destinies without interference. Government, to them, was an evil, to be tolerated if necessary, but to be limited to the few functions that the simple conditions of the times required. It is not surprising, therefore, that governmental powers were distributed in such a way as to allow for checks and balances, so designed as to prevent hasty action and to give no single individual sufficient authority to accomplish much harm. Before the nineteenth century was far advanced, local units of government blindly copied this federal plan as an unchallenged instrument of democracy.

While the earlier stages of the development of this system contained many of the aristocratic traditions of English experience, the increasing influence of the western frontier brought with it the feeling of political equality and an almost universal insistence that public office should be distributed freely and frequently among the citizens. This situation, together with the growth of political parties, led to the acceptance of the idea that governmental posts should be distributed among those who had been victorious at the polls. Most men were too busy taking advantage of the economic opportunities offered by a tremendously rich but undeveloped continent to pay much attention to the affairs of city government with which they had little contact. For this reason, municipal affairs gravitated to a class of men who were unable to succeed in the competition of ordinary pursuits. As the problems of city government became intensified, the demands of municipal services increased, until government contracts and political patronage assumed a financial importance for those who could gain control. With this obvious opportunity, the men who could gain the most assumed the strategic positions and those symbols of political corruption known as the "party machine" and the "boss" emerged.

The early attempts at improvement consisted of the formation of special boards and commissions to handle particular problems apart from the general political structure. It was hoped that this expedient might attract a different type of man and, for a considerable

period, new municipal functions developed independently in the hands of administrative boards. In a few cases, when inefficiency and corruption threatened the very peace and safety of the community, a State government stepped in to restrict, and, at times, to administer. Neither of these experiments, however, accomplished the expected results. Boards and commissions further diffused responsibility and greatly increased the number of positions that had to be filled by popular election. They merely accentuated "boss" and "party machine" control. Then, too, the essentially rural composition of the State legislatures limited opportunities for an understanding of urban problems and lent themselves to the control by the same forces which now found it as easy to obtain privilege and profit at the State Capitol as they did through the local political "boss."

Intense Effort for Municipal Reform

In the early 'nineties the situation became intolerable, and the almost universal dissatisfaction found expression in the first organized attempts to find a remedy. A great wave of public sentiment caused the foundation of large organizations devoted to the study of municipal problems and concentrated effort for reform. It is not surprising that the first programmes were directed towards the *prevention of abuses*, and consisted largely in efforts for a return of control to the voter. Home rule, the Australian ballot, the direct primary (nomination) election, the non-partisan ballot, agitation for a shorter ballot with fewer elected officials, appointment of personnel along what are now known as civil service lines, etc., were all based on the assumption that *if control were returned to the electorate and machinery provided for the selection of representative officials, the cleansing result upon the body politic would recreate the interest of the voters who could now effectively participate in municipal affairs.* The organized campaign for reform, and the opposing efforts of existing officials to retain their positions, resulted in bitter contests which focused the attention of the entire American people upon this problem. The result was that cities began to compare experiences and to look about for new remedies which might be applied to their particular problems. It was not until the beginning of the twentieth century, however, that a select few began to suspect that the controlling factor in the chaotic and deplorable situation might have been *their blind acceptance of a theory of government and a resulting type of organization which was not adaptable to the governmental solution of current civic problems.*

In the year 1900 a type of governmental organization which departed from the traditional Mayor-Council plan attracted great attention because of the spectacular circumstances surrounding its inception. In an effort to recover from the effects of the great catastrophe of a major tidal-wave, Galveston, Texas, ignoring all theories of the separation of powers with its system of "checks and balances," met the crisis by turning over its entire government to a group of five men who acted collectively as the representative (council) branch of the authority and individually as administrators of particular functions. In this period of governmental "house-cleaning" many cities turned toward the new type, and the "Commission Plan" of government was extensively copied because it seemed to strike effectively at the outstanding political defects of "party machine" and "boss" control. Although this movement was not universal, the effect of it was felt throughout the country and a new optimism developed toward local public affairs.

It was while the country was in the throes of this new optimism that the idea of a Council-Manager plan of local government was born. The "Commission Plan" had served its purpose reasonably well in many of the communities that adopted it, but gradually it became recognized that a higher degree of co-ordination and centralization of administrative responsibility was needed.

The original proponents of Council-Manager government were obliged to proceed under certain assumptions which, though they appeared theoretically sound, could not be proved by American experience. Among these assumptions were :

That a properly elected council would normally select a municipal chief-executive of greater ability than had hitherto been secured by popular election (i.e., the "strong mayor" with administrative functions or the group of "commissioners") ;

That the choice of such an executive for an indefinite term (but subject to removal by the council) would, if full publicity were required for councilmatic action, adequately protect both the executive and the public ;

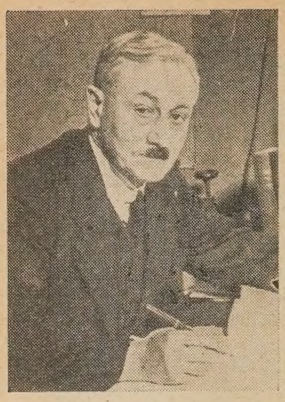
That such a system of choosing the municipal chief executive, coupled with a non-partisan ballot for electing the council and certain other restrictions, would eliminate or tend to eliminate politics and partisanship from the executive service of the municipality ; and

That such an executive would have, or would gradually acquire, a professional attitude toward his duties as a direct result of which the work of the municipality would be planned with more foresight and conducted with greater efficiency.

Success of Council-Manager Plan

In the light of previous American experience with municipal government, these were bold assumptions, however reasonable they might appear to be in theory. Fortunately, they can *now* be evaluated in terms of thirty years of experience with Council-Manager government, and its results in over four hundred and thirty municipalities varying in size from mere hamlets to metropolitan communities of a million people.

On the whole, the results of this municipal executive system have come surprisingly close to a complete justification of the theoretical assumptions upon which it was originally projected. City managers have, in general, turned out to be better executives than popularly elected mayors and commissioners. This appears to be due, partly, to the fact that city councils choose persons as managers who have superior ability and training as compared with the talent available for choice by popular election, and partly because under the Council-Manager plan the chief executive is placed in a position where he can devote his attention almost entirely to the performance of his administrative duties.



50 YEARS OF COUNTY COUNCILS

Quaint Methods and Queer Customs of 1888.

By A. C. COX
of Dorset County Council.

Mr. Cox is to retire in March, 1939, from the Electoral Registration department of the Council after 53 years' experience of local government.

COUNTY OFFICES, SHERBORNE, 1826-1910

First-floor rooms, with mullion windows above porch, formed the office of the Clerk of the Peace. After 1889, these and the house with bow windows became the county offices.

AT 9 a.m. on Monday, March 22, 1886, as a fourteen-year-old boy, I climbed a stone staircase leading from the courtyard of an Elizabethan house on Greenhill, Sherborne, Dorset. At the top I found an old lady, vigorously sweeping out a room and raising a cloud of dust. She asked what I wanted, and when told I had come there to work, she said : " Well, you'll have to wait until somebody comes."

I quickly found the raising of that cloud of dust to be the morning ritual, and that one of my duties, after it had settled on the furniture, was to transfer most of it with a duster to the floor again.

Junior clerks of to-day may be interested to know that office boys' wages in 1886 were 2s. 6d. a week, rising 2s. 6d. yearly, and paid quarterly. Those three months meant a long wait for pocket money.

Fifty years ago the young entrant to the local government service had, in a sense, to train himself, acquiring knowledge as his service extended. Modern office equipment was unknown, and a clerk had to adapt himself to telephones, typewriters, and other things as they came into use.

For some years after 1886 typewriters were practically unknown and shorthand was practised by few. Letters were written by hand in copying ink and left to dry. My senior, the late Mr. H. W. Sampson, a stalwart of local government in Dorset, wrote a large hand and was heavy on the ink, so that the utmost care had to be taken in copying, or the result would be a letter in "deep mourning," and a wigging for the copyist.

HALF-DAY OUTING, 1912—Staff of the county council start on their outing from the building which became the county offices in 1910.

Circulars were reproduced on the old-fashioned " gelatine pudding " contrivance, the composition having to be boiled and cleansed when the job was done. There were no fountain pens and the quill was in general use. For many years later quills were used at Quarter and other Sessions, their scratch and splutter being audible to those in court.

For years the progress of local government in some counties and districts was often retarded because officers, advanced in years and past active work, could not afford to retire. Thanks to " N.A.L.G.O.," that has now practically disappeared.

Until the Local Government Act of 1888 awakened local government, my work in the county office was not very strenuous ; in fact, the days were often monotonous, especially when I was left alone all day.

Before each Quarter Sessions at Dorchester, however, there was great activity. The Sessions lasted nearly a week, and was a full-dress affair, with top-hats and frock-coats. The chairman of Dorset Quarter Sessions still wears a top-hat when presiding over the Court. I believe that this practice originated well over a century ago, when Quarter Sessions were held at various towns in the county, and in rooms where it was difficult, without some mark of distinction, to pick out the chairman from the crowd of justices and others assembled there.

When the staff left Sherborne on the eve of the Sessions all books and papers were packed into a couple of strong, iron-bound boxes, each fastened with a stout strap, and having painted upon it : " Clerk of the Peace of the County of Dorset." These were loaded on to the hotel bus, in which the dignified officials travelled to the railway station en route for Dorchester, 19 miles away. That journey, which can now be accomplished by car in little over half an hour, then took, at the quickest, an hour and a half, and frequently three hours.

The railway carriages were lit by oil lamps (often leaky), and on a cold morning the porter was tipped to

bring the passenger a foot warmer—a large, flat-shaped, iron receptacle filled with hot water from a steam boiler at the station.

I can recall travelling from Penmill to Dorchester on market day, and seeing farmers and dealers playing cards for golden sovereigns and half-sovereigns. How my eyes glittered at the sight of so much wealth, and what envy I felt when the players pocketed their winnings!

The chief clerk and I were sometimes detained at Dorchester until Sunday, then returning by train to Yetminster and from there by road. One Sunday, in the early days of the Salvation Army, a visiting corps was holding a service in the street at Yetminster, and when our carriage approached, the leader shouted: "Open your ranks, comrades, and let the chariot of Sin and Satan pass through." Which was Sin and which was Satan I have never yet decided.

This incident illustrates the state of the countryside forty years ago, when only necessity and occasionally pleasure brought wheeled traffic on to the roads on Sundays.

From the inception of the county council, local government administration entered upon a new era. Its activities were further accelerated by the Local Government Act, 1894. In consequence, the county staff and office accommodation had to be increased.

I feel, however, that democratic self-government, such as the Local Government Act of 1888 was intended to bring about, has never been fully realised, largely owing to the apathy of the electorate. At the first Dorset county council elections, 24 members were returned unopposed out of a total of 57. Of that total, 36 were justices of the peace; as were 11 of the 19 county aldermen.

The experience gained by leading justices under the old Quarter Sessions administration played a great part in shaping the policy of the new county council. That policy was also influenced by other councillors, whose vision, after years of district service, was, perhaps, limited to district requirements rather than those of the county at large. Never since 1889 have more than a dozen seats been contested at the triennial elections of county councillors. In March, 1937, only 5 were contested out of 67.

Turning to another aspect of local government, my view, after 50 years' service, is that no matter what the opposition to a local government project at any particular time, that project is bound to come to fruition at a later date, and probably at greater cost, owing to the compelling hand of Whitehall, pressure of public opinion, or, it may be, to meet personal convenience. It was a long and hard fight to secure steam-rolled roads, but opposition faded when many of those who had opposed became owners of motor cars.

Many "local government babies" were first cradled at the county offices, Sherborne, but they soon grew up and demanded homes of their own. In time, the growth of local government made centralization of all departments in the county town of Dorchester essential, and in 1910 the county office staff from Sherborne and staffs of other branches were brought together under one roof at Dorchester.

Since that year, local government expansion has been practically the same in all counties, and needs no special comment.

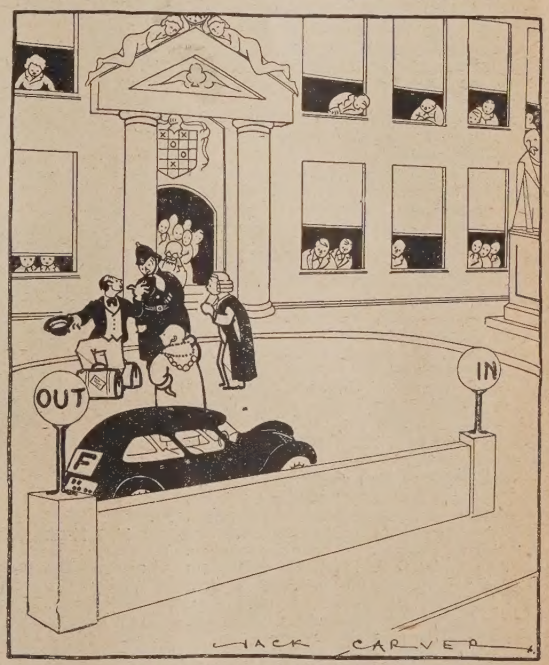
I have served through a wonderful half-century in local government history, and the county council "acorn" of 1889 has now become a mighty "oak" with many sturdy branches. Drastic changes have been erected, but I think that the next 20 years will see many more, perhaps more drastic. The semi-nationalization of some important services, and the centralization and expansion of others under the jurisdiction of county councils, all seem to indicate that at no distant date services now administered by borough and district authorities must come under the control of the county council, or, it may be of a council administering a far larger area.

Fifty-two years' service may sound a long period, but for me it seems all too short, probably owing to the fact that, after dealing with county records for so many years, 300 years ago seems to me as yesterday. I shall leave the county service with regret, but happy in the thought that those I leave behind are all friends, mainly, I think, because I have never failed to give

"That ready aid, which sweetly leavens,
Man's hardest task, and maybe Heaven's."

That my long service has been appreciated and that the all-round knowledge I have gained through the years has been put to good use, is testified by the resolution unanimously passed by the Dorset county council, on July 29, 1936, heartily congratulating me on the completion of 50 years' service and recording their high appreciation of the valuable services rendered to local government in the county over such a long period.

MODERN COUNTY HALL DESIGN



"But, m'sieur, if it is not an 'otel why o' ze gates do you call it zé 'Out Inn'"?

Branch Magazine Page

Edited by Norman H. Rogers

IMAGINATION

TO-DAY we stand surrounded by the results of creative imagination. In all directions enlightened imagination has been the cause of some of the greatest inventions and social changes. A man with imagination can never be dead in mind, for he can always conjure up the greatest of possibilities out of nothing. More practically, imagination may be called foresight when applied to more mature pursuits or occupations.

Never was there a period more responsive to the application of imaginative foresight than the present. Everywhere conditions and ideas are changing; and N.A.L.G.O. is not untouched. Even Conference, which seemed to have become a routine meeting of representatives, unchanged in its mode of presentation, may be recast into a pulsating nerve-centre of progressive thought, and, we hope, action.

How does this affect the branch magazine? It means that the branch magazine should be a continual source of inspiration, full of imagination and suggestions, to animate members of the branch and, in fact, the executive itself, towards greater effort, both locally and nationally, for N.A.L.G.O. Branch editors should be ever alive to possibilities, and should bring them fearlessly to light. Ideas may be reactionary, even revolutionary, but let them be heard, for reasoned thought will not fail to claim the attention of the serious reader. Let there be an "idea-germ" article in every issue. This does not mean that the editor should be the man to materialise the ideas he publishes; his job is to put ideas into the heads of others, and, if they are taken up, to assist by editorial urge and support.

A live magazine can bring vitality to a branch in many ways. Feature an "Ideas or Suggestions" page. Get men, if possible those already established, to write their ideas of what, and how, things may be improved and extended in the branch and N.A.L.G.O. generally. Get young men to write, too. If they have no experience, they have imagination and enthusiasm.

Branch magazines must be alive, alert and attractive. Let them be *magazines*, not bulletins. Money spent in this way is money invested, with the added enthusiasm of the branch as interest. So, Editors, allow your own imagination, and encourage that of your writers to let rip to the utmost. It's your job!

"CAMERA PRINCIPIS" IN THE MAKING

By M. J. Miles

COVENTRY'S branch journal, CAMERA PRINCIPIS, is printed monthly and the Editor is usually thinking about the next month's issue as soon as he has sent one month's copy to the local printer.

For several reasons, lack of space the foremost, we will pass over the problem of collecting contributions.

Just before the fourteenth day of the month all the copy is read carefully for rude remarks, split infinitives and bad punctuation. By experience the Editor knows within a page or two if he has enough matter to fill the journal, and on the fourteenth he calls on the printer and goes quickly over the copy with him. In about two days the "galley-proofs" come along. (A galley is an oblong tray about two feet long on which the printer sets his type, one article below the other, in any order.) "CAMERA PRINCIPIS" takes about four galleys. The proofs are read and corrected, and instructions on matter to be corrected are written in the margins.

The Editor is now confronted with the far greater task of "making-up" his magazine. The copy must fit the pages, and the writer's method is to measure the articles with a page of an old magazine. If they fit, each title is ticked and given its place in a preliminary list of titles. Very short articles are placed at the bottom of the longer ones falling short of a page, the two being carefully measured against an actual page. By midnight, one has realised that it is impossible to arrange all copy printed in the number of pages available, so one or more articles has to be set aside for next month, and the others rearranged to fit the issue. Jig-saw puzzle. Bah!

After making the necessary alterations, the printer rearranges the matter in the galleys according to the index, and their

M. J. MILES, *Editor "Camera Principis."*

prints. The magazines are delivered in bundles for each department or section. The Editor staggers round delivering them, and then returns to his work to await the verdict of a critical world.

Apart from addressing envelopes for about eighty magazines, and sending them each month, that is all—nearly.

FROM THE SEPTEMBER MAGAZINES

Women in N.A.L.G.O.

The September edition of the Croydon branch magazine CALLING CROYDON, is devoted entirely to articles contributed by women. The theme of the issue is an appeal to the women in the branch to take a greater part in staff activities.

Miss Iva Stansfield, N.E.C., writing the leading article says: We are aware of the apathy among our ranks in N.A.L.G.O. and of the gaps in our membership. And yet at no time was it more urgent than it is now, for women to appreciate the significance of the place they hold in local government and the need for their intelligent participation in the work of the association. That a democracy stands or falls by the efficiency of its local government is now become a well-worn cliche. It is not always borne upon us, however, that if Fascism, or any other form of rule by dictatorship were to supersede our democratic institutions, the women of this country would lose much of the freedom which has been so hardly won for them during the last thirty years."

Higher-grade Brains

In reviewing the pamphlet "The University Graduate and the Local Government Service," by T. S. Simey, M.A., of Liverpool University, Mr. H. R. Page writes in THE GUILD JOURNAL, Manchester's branch magazine: "It is surely logical to suggest that while we have three grades of education, elementary, higher, and university, it is not the soundest policy to restrict our recruitment to the two lower of these and to leave to the Civil Service the collection of the cream. We cannot rank the importance of the local services so far below that of the central authority's work."

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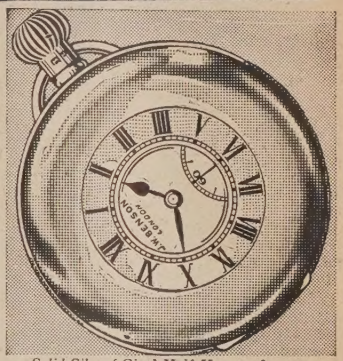

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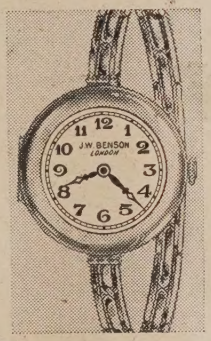

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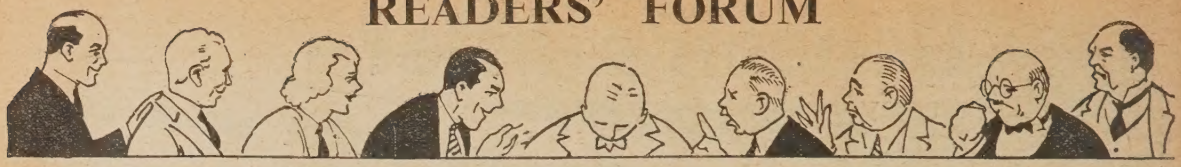


BIRTH-RATE—RISE OR FALL?

Factors Governing Population

In the last century during the Industrial Revolution, the population increased rapidly, for the employment of child labour meant that at a shockingly early age children could be self-supporting. Then legislation was enacted increasing parental responsibility and eventually forbidding the employment of young children. Pressure of population, and inadequacy of housing and sanitary conditions was felt. Finally, the standard of living began to rise.

Shortly after the War, when the vision of prosperity began to fade, the temper of the people was aggravated by the high cost-of-living and rising unemployment. Small wonder that parenthood became a matter of indifference.

On investigation, it will be seen that social and economic forces are at work which ensure that children—if not an asset, even on the materialistic plane—will not be a sufficient liability to make restriction of paramount importance. The housing problem is progressing towards solution. The Government are encouraging marriages and families by Income Tax allowances. Extension of maternity and child welfare services and increasing research and care have made motherhood safer. With the continued increase of leisure, emphasis will again be placed on home and family life.

Moreover, a nation of small property-owners will not long remain without heirs. From recent pronouncements it seems clear that emigration will again be encouraged and this by men of every shade of political opinion, so that further population pressure would seem extremely unlikely. Women can now specialise in the fields where their particular endowments and qualifications make them most useful. This work, primarily concerned with the promotion of peace and development of social services, will make motherhood an enhanced state, and the opportunity to an equal voice in the future and welfare of children should prove a well nigh irresistible attraction.

These influences seem to offer more than reasonable ground for belief in an effective check to a further decline in population. In the light of current trends it seems likely that a continuance of present activity will have the delightful and salutary effect of being sufficient for the needs of the future population.

"GORDON CARSON."

Drop—Injurious to National Welfare

"Optimist" apparently does not understand the present population problem.

It is not only the mere fact of decline which has to be considered, but also the method of decline. The cause of the predicted drop in population is the falling birth-rate This, coupled with the low death-rate we have attained, is bringing about a gradual ageing of the population.

The population, therefore, becomes not only smaller but older. There is a preponderance of aged and impotent persons to be supported by relatively few able-bodied. The cost of old age pensions and public assistance rises. Unemployment does not necessarily disappear because it is not a problem of over-population but of maladjustment of industrial conditions.

An ageing population brings an increasing degree of invalidity and chronic sickness.

I submit that this prospect is a menace to the welfare of the nation in every aspect—economic, financial, social, physical, and mental.

J. SAGE.

Bristol.

ASSOCIATION POLICY

"Bread-and-Butter" First

Your editorial on the failure of the Blackpool Conference to deal with any of the important problems facing public administration is a topic worth while pursuing. The ever-present spectre of headquarters is the 70 per cent of N.A.L.G.O. membership earning £250 per annum or less. Until this position is substantially improved, we must not deviate from our "bread-and-butter" policy.

If that is clearly fixed, we may consider methods of "attack" or "approach." Here I think you strike the right chord. Provided it is understood that research and discussion are for the ultimate purpose of enlightening public opinion, and of raising the standard of citizenship, so that a favourable atmosphere is created for the public official, then I endorse your project.

But until that 70 per cent is vastly reduced, N.A.L.G.O. must be selfish, must be aggressive, must be militant. The best way to ensure more "direct" action, in my opinion, is, once a national or regional policy has been democratically decided, that all local branches should be called upon to apply it. The absurd autonomy of local branches must be curtailed.

"JUNIOR."

Humanity's Problems Our Business

Your August editorial on "N.A.L.G.O's Opportunity" does not go far enough. Local "bread-and-butter" politics are *not* something apart from our national problems, and international problems are inextricably woven with national problems. N.A.L.G.O. has too long isolated itself from the common problems confronting humanity. The economic problems of the distressed areas, for example, are reflected in local government administration and in the salaries and conditions of officers. We cannot separate the causes and remedy of this economic decay from the effort to maintain good conditions for our members in those areas.

In the same way the major human tragedy of war, which arises from social ills, the maladjustment of human relations and human institutions, receives no attention. The article on the Berlin Summer School is innocent Nazi propaganda. The geniality and the hospitality of the German people is beyond dispute, so we go to Berlin, "the show-place of Germany," to study public administration and "Heil Hitler!" The conditions which gave rise to the Great War still exist; nothing is fundamentally changed, and the present regime in Germany is the expression of those institutions in their most acute and vicious form. The hospitality of the German people will not prevent these social ills even though, in the words of the Mayor of Berlin, we are "blood cousins"—as in 1913.

We have a responsibility as an organised section of British citizens. If local government is the "bulwark of democracy," we must demonstrate its ideals. Professional exclusiveness is likely to have an anti-social effect, and we cannot exist and do our work in philosophical isolation from such problems.

Are we afraid to face these facts, or is it that we are afraid of political colour? These problems are capable of scientific study and analysis and of scientific rectification. I have read and studied the "*Economic, Political and Social Structure of German Fascism*," and Beatrice and Sidney Webb, our great local government historians, in their monumental work "*Soviet Communism—a New Civilisation*." What about a fortnight's summer school in the Soviet Union, Mr. Education Secretary?

J. N. AIREY.

Leeds.

SUMMER SCHOOL AT BERLIN

Keep Research Open-minded

I was interested to read the letter from Mr. N. Wilson with regard to the Berlin Summer School. Mr. Wilson is well known in his district as a student and has, I believe, obtained the Diploma in Public Administration at Liverpool University. I am sorry that a University education appears to have failed in his case, for surely the function of a University is to train a student to think for himself, to form impartial judgements and to seek knowledge and truth. How can the "ostrich" tactics of Mr. Wilson achieve this end? If he is content to be a member of a democracy and to ignore any other form of government he is not the real student I have been led to believe. Must research be confined to views which we endorse? Surely true research should be an analysis of all forms of government, and the student should assess their relative values.

I congratulate N.A.L.G.O. on the organisation of these foreign schools. If it were not for the expense, I would suggest a school in Moscow. Does Mr. Wilson

support the American form of government or the French centralised system? If not, presumably he would prevent students studying them at first hand.

I imagine that he criticises the Nazi system because of its ban on freedom of speech. Yet in suggesting that N.A.L.G.O. had no business to go to Berlin he adopts exactly the same principle.

"GENUINE STUDENT."

BUDDING TOWN CLERKS.
Professional Exam. Wanted

Practically every department in the local government service has its appropriate professional or technical examination and association, except the poor old town clerk's, or clerk to the council's department. The treasurer has the I.M.T.A., the surveyor his I.M.C.E., the electrical engineer the I.M.E.E., the sanitary inspector the S.I.A., the cleansing superintendent the I.P.C., and the valuation officer the A.R.V.O. Why is there no recognised professional status for the clerks to a local authority?

It is true he may study for the Bar, the D.P.A., the C.I.S., the C.C.S. examinations, but these are not confined solely to clerks to local authorities. The N.A.L.G.O. examinations are suitable, but give no professional status.

In my opinion there should be a recognised professional institute for town clerks, the examinations being open solely to those engaged in clerks departments, on the lines of the I.M.T.A. or A.R.V.O. Cannot N.A.L.G.O. draft a suitable examination or memorandum for an Association of Clerks to Local Authorities (A.C.L.A.), or incorporate its examinations and offer a Diploma in Local Government Administration (D.L.G.A.) for those passing the final examination?

What do other "budding town clerks" think?

P. J. BARSBY.

Long Eaton.

The whole question of examinations is now being reviewed by the Central Advisory Council, and Mr. Barsby may find that its recommendations, when published, will go some way to meet his point. The Council freely recognises the present anomalies.

"EDUCATE OUR MASTERS"
The Need for Propaganda

Outside the Municipal Offices a few days ago I met a man aged about 30. He was inquiring for the "Licences Department" and wished to renew his driving licence. He pointed to the note on the back of the form directing the applicant to send it, when completed, to the County Council or County Borough Council in whose area he resided, and seemed most surprised that there should be any difference of function between the various classes of boroughs.

This incident struck me as being typical of the chronic apathy displayed by the vast majority of English people towards the local government of their districts. Most ratepayers are too indifferent even to take the trouble to record their votes, and only an infinitesimal proportion ever bother to obtain the most elementary information about the municipal activities of their neighbourhoods. Not excepting the national income tax, it is doubtful whether any of the demands made upon the financial resources of the citizen provoke him to the keen resentment which he shows towards the periodic importunities of the rating officer.

It is said that, after the passing of the Second Reform Act in 1867, Robert Lowe emerged from "The Cave of Adullam" with the cry, "Let us educate our Masters." Is not a similar missionary zeal desirable at the present time?

Let us take every opportunity which arises to enlighten those with whom our work and our private lives bring us into contact as to the function of the local authority in the English system of government.

WILFRED F. COX.
(B.Sc., Assoc. M.Inst. C.E.)
Wandsworth.

Owing to pressure on space we are able to publish only a selection of the correspondence we receive. Correspondents are asked to write briefly and to the point, and are reminded that name and address must always be given, even when their publication is not desired.

This month's prize of half-a-guinea goes to "F.B."

THE (DE)GRADING SCHEME

My tale's a plain one, but it's true,
Of two young men (one might be you),
Who, fired with laudable ambition,
Acquired sufficient erudition
To fit them for the toil and strife
Which one expects of modern life.

Their talents differed not at all;
External difference was small.
They each obtained a situation,
And, filled with stern determination,
Decided that they'd use each jot
Of every faculty they'd got.

The first one—let us call him Brown—
Entered a business house in town.
The realms of local government
Provided Green's emolument.
Now from this very even start
We'll watch their paths grow wide apart.

Into the hectic business world
Brown's youthful energies were hurled,
And to his work he showed devotion
Which quickly gained for him promotion.
For Brown's employers had the sense
To foster zeal and diligence.

Now Green's experience, alas!
Was in a vastly different class.
He worked as hard as Brown, indeed,
But *his* employers took no heed,
For salaries were ruled by age;
"Years' service" was our young friend's cage.

The gap 'twixt Brown and Green was fast
To widen as the years went past.
The former's now a married man,
Whilst Green gets on as best he can,
In dingy "digs" he does not dare
To ask the girl he loves to share.

A partnership may fall in time
To our friend Brown, now in his prime.
But fate for Green has other views.
He merely waits for dead men's shoes,
Knowing full well the highest mark
That he'll attain is senior clerk.

The present system can't be good.
Juniors don't progress as they should.
They start off keen, and full of zest,
Eager to give us of their best.
But soon their bright ambitious dream
Is stifled—by the Grading Scheme.

A junior, on pleasure bent,
Knows each year brings its increment.
Why should he worry—why not shirk?
There's little to be gained by work.
Why should he burn the midnight oil?
It's merely unrewarded toil.

The futile system must be scrapped.
Too many youths have been entrapped.
Let merit be the only test,
And seek thus to attract the best.
By trying out this method sane
Both officers and service gain.

F. B.

DEFENDING THE "SERVICE"
Critics Must Be Answered

Being a local government officer I frequently hear a good deal of adverse criticism of municipal business. Even when I am in my garden, the neighbours, in course of conversation, bring out such remarks as: "I see your council is going to waste a lot of money on so and so." After lengthy arguments they say "good-night" seemingly no further enlightened, but I go indoors feeling satisfied that I have had an opportunity of defending the particular council that employs me. If I have a day "off" owing to some annoying indisposition, I am a centre of interest, and I expect the general remarks are "Old Binks is at home again," even if it is the first time for years. My annual holidays are even regarded as outrageous by some. When I leave with my family for the hard-earned week or two at Slumpsea, for which I have carefully saved, I feel sure that some of the neighbours are saying to themselves "He's off again this year, at our expense as ratepayers."

How are municipal servants going to kill this petty tyranny, for killed it must be once and for all time. We are only human and we live, eat, pay our way, and perform service just as valuable to the community as those engaged in other various capacities. At the present time certain national newspapers are attacking various town councils, and greatly enlarging isolated cases of local government expenditure, including mild references to the inefficiency of all public employees. I suggest to every man, and woman, engaged in the service to ban these newspapers, and even write to the editors, or proprietors, pointing out to them, as far as is possible, that their tactics are wrong, unfair, and must be stopped.

N.A.L.G.O members must do all in their power to advertise municipal business, and take every opportunity to let "the world" know that all public workers are striving to do their best to make the service everything that can be desired.

The answer, we suggest, is to support N.A.L.G.O.'s public relations policy, individually and collectively. Attacking newspapers will do no good. They provide the public with what it wants to read. Correct inaccuracies and exaggerations by all means; but, more important, make the public more interested in, and proud of, its communal possessions and activities. In that work the Press can be most valuable, and we cannot afford to antagonise it.

JOYS OF CAYTON BAY

A Holidaymaker's Praise

I have returned from my first holiday at a N.A.L.G.O. Holiday Centre, Cayton Bay, and have enjoyed myself so much that I intend to go again. The food is good, and for those who wish it, second helpings are allowed.

From the beginning of the holiday identities are lost, shop talk is barred, as are collars and ties, and one meets a circle of delightful people, young and old.

Like a good member, I am full of praise for this type of holiday, and like a good member again, I have my grouse. One sleeps on a bed with no springs, and dances merrily to the strains of the most dreadful gramophone music.

Why does this Journal not inform the members of its own holiday centres. Advertisements appear for all kinds of holiday resorts, hotels, and boarding houses. Tours to the Continent are mixed up with hire purchase clothes and furniture, and plenty of information is supplied about the Building Society, Insurance, and Education ancillaries. Why this conspiracy? Let us have a publicity scheme for our own possessions, publish some articles and plenty of photographs showing the care-free life at camp.

"WHATSIT" (Glasgow).

Having just returned ourselves from a delightful holiday at Croyde Bay we fully share "Whatsit's" enthusiasm for the Holiday Centres. And it is people like him—multiplied a thousandfold—who provide a far better advertisement for them than we can hope to give. Nevertheless we hope to publish an article or two before long, and we are always ready to print—and pay for—good photographs.

MOVEMENT OF OFFICERS

Transfer Scheme Urged

Is there any possibility of local authorities establishing a system such as exists in some branches of the Civil Service, whereby an officer could arrange his removal or transfer to a part of the country for which he has a preference?

While the lack of standardisation in the local government service presents difficulties, it may be possible to devise some workable system which could be improved as uniformity in conditions increased.

"A SURREY MEMBER."

WORKING 47-HOUR WEEK

Public Baths Clerks' Plea

I am a ticket-office clerk at a public baths. In name, I am a local government officer, but in hours and conditions I am on a level with the manual staff. I realise that owing to the nature of my work my hours must be irregular, but I contend that it is unnecessary to work 47 hours a week. Why cannot we work 38 hours a week as do other officers of the council? Our pay is no higher than other Grade A clerks. On early duty we start work at 7.30 a.m., at 6.30 a.m. on Sundays, and on late duty we do not finish until 9.15 p.m.

MISS J. HOPKINS.

London.

Has Miss Hopkins reported this matter to her branch? If not, we suggest she should do so immediately.

POINTS FROM LETTERS

BADGES NOT ALWAYS WORN

Do you think it worth while including a note in any future circular to the effect that delegates so entitled should wear their presidential or past-presidential badges on suitable occasions?

There seems to be much diffidence on the part of some members in displaying what is intended to be an honourable distinction.—C. S. Robinson, Paddington.

ORCHESTRAL CONCERT WANTED

Would it not be possible for the Association to hold an orchestral concert each year to cater for those whose tastes are not satisfied by the annual (Metropolitan Reunion) variety concert?

Surely a programme of music carefully prepared would appeal to high and low-brow alike, and there are, I imagine, one or two of the better-known orchestras who would be glad to play for us.

I think that the music-lovers of N.A.L.G.O. would rally round and, if necessary, give a hand in the large amount of organising work involved.—"Music Lover," Carshalton.

WHITE STICKS FOR THE BLIND

With reference to the paragraph on this subject which appeared on page 210 of the June number, I think you ought to know that, although many areas are not covered by Rotary clubs, there is no area in the country not covered by the activities of a voluntary association for the blind. All voluntary associations know the importance of providing white sticks for the blind, and I think it is true to say that not a single association is not taking steps to provide them. A number of blind persons in this county resolutely decline to use white sticks because they do not want people to know of their blindness, but sticks are supplied in every possible case free of cost and are renewed from time to time by the association, as necessary.—H. G. Lunn, Honorary Secretary, Surrey Voluntary Association for the Blind, Kingston-on-Thames.

N.A.L.G.O. AND THE LABOUR PARTY

As a comparatively new member, it seems to me that N.A.L.G.O., in an endeavour to abstain from "party politics," has overlooked the function of the Labour Party.

The Parliamentary Labour Party grew out of the trade union movement and was formed to preserve and further the interests of the workers in the political field. From this point of view it would seem that N.A.L.G.O., as representing some 100,000 workers, should play its part in formulating the policy of that party.—"Junior," Cheltenham.

REMEDY FOR POOR SALARIES

I suggest that all officers who have substantial cause for complaint regarding their salaries should approach "en masse" their particular branch, urging it to appoint a delegation to meet a similarly appointed body representing the appointments or salaries committee of the Council. Employer and employee would be equally represented on this committee.

If not properly approached and immediately dealt with, this question of salaries can do much to undermine even the robust constitution of N.A.L.G.O., composed, as it is, of young—and very-much-underpaid officers who have grit and are prepared to fight to the bitter end. —"Primum Mobile."

STANDARDISATION OF GRADING

Under a grading scheme having for the senior posts, grades 1 and 2, for semi-seniors, grades 3 and 4, and for juniors, 5 and 6, instances can be cited where one department has several posts graded 1 and 2, few graded 3, 4, 5, and 6, whilst another department of the same authority has few or no posts graded 1 and 2, few graded 3 and 4, and many graded 5 and 6.

This in-equity of grading existing also between the same departments in different authorities, causes much heartburning.

What can N.A.L.G.O. do about it?—"Lesserlight."

N.A.L.G.O. INFORMATION BUREAU

There are several important factors which govern an applicant's choice of appointment and which, more often than not, remain unknown to him until actually commencing his new duties.

If members could, on application to a N.A.L.G.O. Information Bureau, obtain in concise form, information concerning the cost of living, current rates, rents, assessments, holidays, restrictions regarding residence within the borough, availability of suitable accommodation, increase in population, activity of local N.A.L.G.O. branch, and so on, they would be able to see all the details of an appointment in clearer perspective.—"Boomerang."

HORTICULTURAL SHOW?

May I suggest that a horticultural show could be organised for members of N.A.L.G.O., divided, if necessary, into three sections—Northern, Midlands, and Southern—and funds raised for the Benevolent and Orphan Fund. Many would undoubtedly welcome the opportunity to exhibit the results of their labours, and there are evidently many members who are keen amateur gardeners. Apart from the show itself, the opportunity of coming into contact with others interested in some particular branch of horticulture would be appreciated.

At the annual Metropolitan Re-union trophies are presented to branches for sports successes. Perhaps, at some future date, some form of trophy may be added for the branch gaining the greatest number of points at the exhibition.—Hugh H. Odd, Barking.

HOLIDAYS AND SATURDAYS "OFF"

If the local government service is to maintain an efficient and progressive existence, it must keep pace with or precede modern social and commercial development. Service conditions in the commercial world are rapidly improving, thus following the lead set by the civil service. Saturday mornings off occasionally, and a minimum of three weeks' holiday annually, soon foster an appreciative and loyal staff, and one which pays a double dividend by way of decreasing sick pay.

"Security of tenure" is often an excuse for an authority to cut salaries under the blatant and unconvincing bleat of "compensating factors."—"1910 Vintage."

CALLING ALL WOMEN

In the August number we asked for letters from women on their work and conditions of service. Miss M. R. Schofield, Woman Housing Officer at Taunton, sent us such a vivid picture of how three women successfully cope with an estate of 1,500 houses that we believe other officers will be interested to hear it.

IN January, 1935, Taunton borough housing committee was responsible for some 1,000 houses. The town erk's department managed the lettings; ne borough treasurer's, the rent col-ections; the surveyor's, the repairs; and ne public health, the slum clearance. It as felt that the services of a co-ordinating fficer were required, and a Woman Housing fficer was appointed at the tenants' equest. During her eighteen months' ervice valuable spade-work was done to ring much of the divided work together nder one office. She became solely esponsible for lettings, obtained a voice the management of repairs, collected nts, and dealt with all applications for bates in rent, subject to the treasurer's nal approval, and had complete charge all slum clearance removals.

When this officer left I was appointed, nd at the present time the staff consists myself and two trainees. From time to me voluntary pupils come to the office r shorter periods. One such pupil now as a responsible position in the housing epartment of another borough. Another ent several weeks with us as part of the ractical social side of her diploma of cial science.

We have 1,500 houses to manage, and slum clearance progresses the number creases. The trainees collect the rents 400 houses—the remainder being done the treasurer's staff—and do all the erical work of the office. A considerable rt of their time is spent visiting applicants d tenants.

My own time is mainly devoted to dministrative work, but I visit all serious ses, particularly rent arrears. We have st completed four months' slum clearance ork at the rate of three families a day. ll these had to be visited before removal, come statements taken for assessing the mount of rent to be paid, and arrange-ents made for the disinfection of bedding nd fumigation of furniture. We have st removed thirty-two old ladies from um clearance areas into bed-sitting-room ts. All three of us, despite voluntary nd paid help, hung curtains and pictures, ashed china and laid linoleum. It was rd work but we enjoyed it, for the old dies were so grateful.

I attend all housing committees, to hich I present my monthly reports, and n fortunate in having an extremely mpathetic committee.

Like every other job the work has its fficulties—rent arrears, an occasional ctment, dirty houses, and neighbours' arrels—but these comprise a very small rtion of our work. Most of our tenants e good ones. The delight of families housed from slums, granting rebates in nt to deserving cases, and the variety of r work make us all feel that we would ther earn our living in this way than any her.

We have also started a community ntre on our largest estate and have used an empty council house for this purpose. All kinds of people lend a hand and we have clubs of all kinds for both sexes and all ages. This has enabled us to get on friendly terms with many tenants, and the spirit of suspicion which so often exists between landlord and tenant is thus substantially lessened. The Council is now considering the erection of a proper community centre.

During the three and a half years the borough has had a Woman Housing Officer the salary scale has considerably improved. The first appointment was made at £200 a year, the second at £250, and after fifteen months' service this was raised to £325, rising by annual increments of £25 to £400.

Trainees are engaged for a period of twelve months at £78. Their salaries will be reviewed at the end of that period, but they should be able to command salaries of £150 to £200, for there is a shortage of trained officers. They are advised to take the examinations of the Institute of Housing and must possess the School Leaving Certificate and be 21 years of age. They receive comprehensive training in all housing matters.

COMPETITION

Owing to the low number of entries received for the September competition on this page, we are extending it for another month. It seems that there is an apathy and lack of interest in N.A.L.G.O. among many women officers, and readers are invited to submit suggestions for its cure. A prize of **£1 1s.** is offered for the best contribution. Entries must reach the Editor not later than first post on **Monday, October 17.**

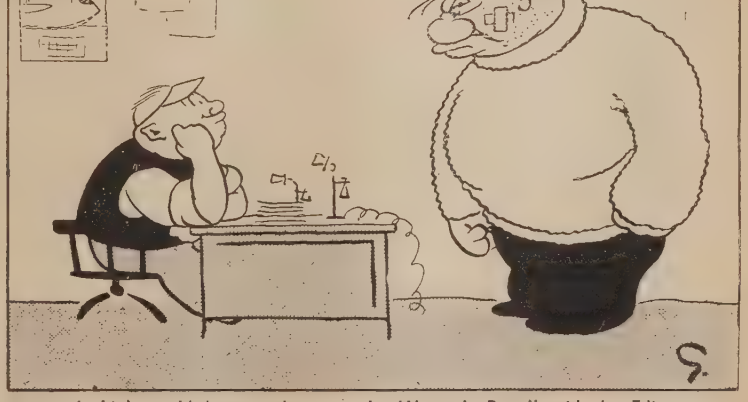
THIRTY YEARS AGO
"A warning to Officers"

"Last week the town council adopted some remarkable resolutions affecting a considerable number of officers. The action of the council is in every way to be deplored and condemned, but the first consideration is the position of the officers who have been ruthlessly turned adrift or, in some cases, offered the alternative of accepting humiliating conditions.

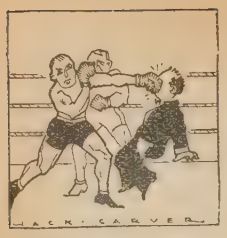
"The action of the council is represented as being taken in the interests of economy and municipal reform, and efforts will no doubt be made to defend and justify it on this ground . . . But however reckless and misguided previous councils may have been, it does not appear that their extravagance took the form of paying their officers more than they were worth or employing more than were necessary to carry out the work which the council saw fit to undertake. Now comes the sudden announcement that the council have decided to dispense altogether with the services of certain members of the staff, and to retain others only on condition of accepting lower salaries. The council may point proudly to the fact that ostensibly they are effecting a substantial annual saving, but what will be the ultimate gain if the staff are overworked and underpaid and the interests of the borough suffer accordingly. The immediate saving effected by the starving of the borough services may result in a much greater loss which will be more difficult to compute. Perhaps nothing in the whole affair gives more food for reflection than the summary abolition of rate collectors, as if these officers were regarded with special detestation."

From "The Local Government Officer," October 10, 1908.

NEW HEADQUARTERS APPOINTMENT



"I think you'd better take over the Woman's Page" said the Editor.
—"*Reynolds News*"



AT RANDOM

By "HYPERION"

I believe that genius is an infinite capacity for taking life by the scruff of the neck.

—Christopher Quill

Brevities

A "scholard"—that is, a man of more knowledge and less sense than those about him.

William Bagehot.

* * *

You may have genius. The contrary is of course probable.

Oliver Wendell Holmes.

* * *

A happy man may be a successful bishop, dog-catcher, movie actor or sausage monger, but no happy man ever produced a first-rate piece of painting, sculpture, music or literature.

J. G. Nathan.

* * *

"Business Government"

Amid the market clamour for a "Business Government" sounds the voice of Plato reminding us that the best kind of government is government by good men, and too, the voice of some small man, faintly protesting: "But I don't want to be governed by business men, and, without asking much of life, I have a fancy to die with a shirt on my back."

Sir Arthur Quiller-Couch.

* * *

A.R.P. Again

True Story: "Hallo, is that the Daily So-and-so? Well, can you send someone to cover our R.I.P. demonstration to-night?"

* * *

Which reminds us of the story of the volunteers who went out fitting respirators one night. A buxom lady answered their knock at one door.

"We are from the A.R.P.," they began.

"I don't care if you're from the C.O.D.," responded the lady, and closed the door in their faces.

From the A.R.P. News.

* * *

Two notices are placed side by side on the notice board of a town hall in London—one for an A.R.P. lecture, the other for a rehearsal of an amateur dramatic society—"Rehearsal, 'Day of Judgment.'"

* * *

Tact

Another Goldwyn story. Seems that they're now making a new version of "Graustark." At a story conference, one of Mr. Goldwyn's more expensive writers said that in this day and age you couldn't have a story about a mythical kingdom without injecting some contemporary social significance. "All right," said Mr. Goldwyn. "Go ahead. But don't put in anything that will offend the mythical kingdom."

Overheard

"Yes, it's six years ago since my old man died, and then someone gave me my little dog; and I had him for five years and then he got run over. And of the two I think I miss my little dog most."

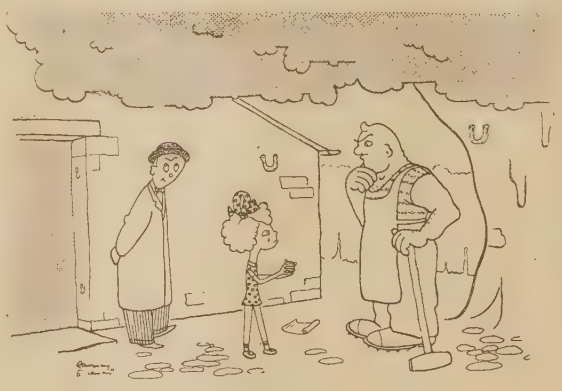
* * *

THE RATE COLLECTOR AND THE VILLAGE "TEMPLE"

Under the spreading chestnut tree
The village smithy stands,
The rate collector draweth nigh,
Demand-note in his hands.

The smith a mighty man is he,
The rate collector knows it;
And so he walks in fear and dread,
And palpably he shows it.

The smith espies the awful screed;
He snorts and breathes out fire;



The hairs upon his mighty chest
Stand out like iron wire.

Above the poor and trembling wight
He slings his mighty sled;
But lo! There comes a little child,
Curls clustering round her head.

"Oh, pleathe don't hurt my daddy!" lisps
The child: "you'll break my heart."
His rage breaks down, and in his eyes,
Sweet, tender, tear-drops start.

He swiftly drops his hammer and
He fumbles for his money;
He says: "Oh, keep the discount,"
In a mellow voice and sunny.

The rate collector and the child
Go hand-in-hand away,
Until the smithy's out of sight,
Then pipes the child: "O.K.?"

"Fine! Here's a bob!" the fellow says.
"You make a splendid daughter.
And don't forget, I'll probably
Need you again next quarter."

Jason.

Leisure

Leisured persons who own cars seem to be in a state of perpetual flight from one place to another, in the endeavour to escape from something unpleasant which is waiting to pounce on them at whatever place they happen to be.

C. E. M. Joad.

Local Government Post-Bag

"After the dust collection on Tuesday week last (the 1st October), a small silver teaspoon was missed. It has the name 'Lily' on the handle . . . A friend suggested yesterday I should write to you, as Lily was engraved on the handle . . ."

* * *

"I have been keeping chickens and cockerals for the past 15 years at the above premises from Tuesday evening until Thursday morning each week. I am surprised to hear that I am now a nuisance. I have disposed of the cockerals which make the noise and I am willing to do everything in my power to keep my chickens quiet."

* * *

"Sir, as the hot weather seems to have settled in for a little while, perhaps you might have some success in waking the Electricity Department from their rather protracted hibernation. It *may* surprise them to hear that they have received two letters from me dated June 12th and July 8th respectively, to which they have made no reply whatsoever.

"When the D.C. meter was changed for the new A.C. type, the old meter contained the sum of 1s. 3d. as the unexpended portion of the last coin insertion. It also contained a further 1s. which I inserted on April 12th, but which failed to deliver the juice. (This can be checked by comparing the consumption registered with the contents of the Kitty.)

"I know that the holiday season is a bad time to ask anyone for money, but if the office boy has taken all the petty cash to Southend or Brighton, perhaps sufficient could be scraped up from the tea club funds and the postage box to settle this long-standing question of refund. See statement which follows:

Refund Due

	s. d.	s. d.
Unused coins in old meter ...	1 3	
Bob which failed to function ...	1 0	
		2 3

Costs

My postage, 3 letters	4½	
Your postage, 0 letters	0	
One visit to Town Hall		
Time 45 mins. at 2/6 per hour...	1 10½	
Wear and tear of shoe leather ...	2	
Stationery for aforesaid letters ...	0½	
Pain and suffering during the period in which the expected replies failed to materialise	2 0	
		4 5½
		6 8½
Discount to make the total look a little more legal		0½
		6 8

"Your cheque for the first portion would oblige, for the whole amount would flabbergast,

"Yours truly."

Strange Hobby

An old country clerk in showing visitors round the churchyard used to stop at a certain tombstone and say:

"This 'ere is the tomb of Thomas 'Ooper and 'is eleven wives."

One day a lady remarked:

"Eleven? Dear me, that's rather a lot, isn't it?"

The old man looked at her gravely and replied:

"Well, mum, yer see it was an 'obby of 'is'n."

From "The Parish Clerk" by P. H. Ditchfield.

* * *

A Smart Meal

Le tomato soup.

Le lukewarm cod.
Les bits of hard potato.

Le lump of mutton-gristle.
Le cabbage.

Le tapioca.

Le rancid cheese.

* * *

Menu Guide For Beginners

Cotelette d'agneau au Duc de Richelieu. Lamb chop.

Fricassee d'agneau au Battaille d'Austerlitz. Lamb chop.

L'underneath portionne d'une vache. Tripe.

Les sacs mysterieuses. Sausages.

Le Pong Magnifique. Stilton Cheese.

D'agneau casserole a la Mistinguett au Porte du Prince avec ceci et cela. Lamb chop.

SERIOUS EMBARRASSMENTS

A Compendium of Disconcerting Misadventures Recently Recorded in the Columns of the Press

Locale	*Victim*	*Incident*
London	Scotch Highlander	He sat down on a subway escalator and was de-kilted.
Boston	J. V. De Poele	He brought two hives of bees to Radio station WEEI to buzz for the microphone and dropped one of them, letting loose 30,000 bees.
Hudson Bay	Travelling man	He parked his false teeth in a water jug in his hotel room at night, and the water froze.
Norwich, New York	F. E. Lothridge	He inadvertently mixed maple syrup instead of oil into the paint he used on his house, and the walls were stuck up with swarms of flies.
Depoe Bay, Oregon	Captain of fishing boat	He hung his underwear in the rigging to dry, and a rescue craft immediately appeared.

—W. E. Farbstein in "The New Yorker."

Public Relations

The story of the man who unlawfully obtained a penny from the telephone box by banging button "B," afterwards returning the penny to the P.M.G., reminded me of an incident which occurred some time ago.

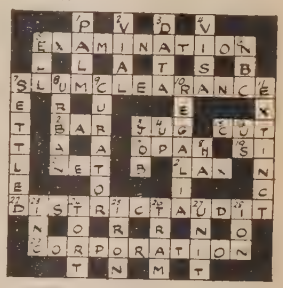
A man inserted a penny in the automatic slot machine outside the G.P.O., Bradford, and out came not one stamp but sixty-eight.

Being honest, he returned sixty-seven to the Post Office, and, to his astonishment, received a nice letter from the P.M.G. explaining that, as the customer had inserted a penny in the machine, he was legally entitled to anything that came out of it. Enclosed in the letter was a postal order for 5s. 7d.

From a letter in the "Daily Express."

"L.G.S." CROSSWORD

The crossword puzzle is not to be continued in future numbers. It was introduced to this page only as an experiment and has not proved of sufficiently wide interest to be established as a regular feature. The solution to the September puzzle is given below.



"This site has been cleared by the Council."

September Competition Result

TELLING THE LISTENER

THE results of the September competition have at least proved beyond all doubt that there is plenty of material for broadcasts in local government topics and that, given the right treatment, the presentation of information on municipal affairs can be made of the greatest interest.

Outlines for talks, sketches, discussions were submitted and suggestions made for bringing municipal workers and ratepayers themselves to the microphone. One competitor suggested an introductory sketch to a series of talks on the following lines: the postman's loud knock at the door, followed by cries of dismay from the householder who assumes it to be only another bill—this time it is a rate demand note. This leads to the inevitable question: "What do you get for the rates, anyway?" whereupon the Announcer (acting the role, we imagine, of the angel of local government) tells us in golden tones that arrangements have been made for the dismal ignorance of the ratepayer to be lifted by a peep into each department at the town hall. The idea is faintly reminiscent of the conversion of Scrooge.

An interesting synopsis was submitted by B. SHAW, Goole, who showed, in sketch form, the work involved by the removal of a tenant into a Council house. He calls it "Mr. Smith gets a Council House."

Mr. Smith lays a complaint at the Sanitary department about the condition of his house—a detached cottage in bad repair.
Sanitary Inspector visits and decides house is unfit.
Medical officer of health visits and agrees.
Public health committee accept officials' representation and propose to make a demolition order. Town clerk instructed to serve "time and place notice" on owner. Confirmed by council. Question asked at council as to whether the housing committee had a house in which to accommodate displaced tenant.
Letter from owner agreeing to demolition.
Surveyor's department allocate house.
Sanitary department arrange removal.
Gas department consulted on gas fittings.
Electricity department consulted on lighting.
Cleansing department call for rubbish at vacated house.
Treasurer's department adjust rating books.
Public assistance committee reduce rent allowance as house is at a lower rental than vacated unfit house.
Smith notifies librarian of change of address, and gives notice to allotments department stating he no longer requires one as he now has a garden of his own.

E. C. COLEMAN, Battersea, would put a housewife, a policeman, a schoolboy, a shopkeeper, a grandmother, and a doctor "on the air" to tell the public "What I owe to local government," and would broadcast the replies of a bus conductor, a schoolmistress, a father, a flat-dweller, a clergyman, and a dustman, to the question: "How would you improve local government?"

E. J. MARCH, Wilts C.C., thinks that a "popular" treatment is necessary on the lines of the "Men Talking" series. He suggests informal discussions between a councillor, official and ratepayer on practical questions of general interest such as:

Does the ratepayer get full value for his rates?
Is "regional" local government over fairly large areas likely to be more advantageous than "parochial" or more localized system?

To what extent should local government be dependent on the central administration and what powers should be delegated to local authorities?

A series of straightforward talks was outlined by L. N. BROOK, Bristol:

How a Council Functions
Membership, election, council meetings, work of committees, control of expenditure.

Local Government Services 1
Historical, present, social, and economic functions, and their effect upon the community, trends future possibilities.

Local Government Services 2
Interview with a family, showing the great extent to which local government impinges upon its activities, concluding with criticism from the ratepayer.

Local Government Services 3
Its function to collaborate with community not to regiment it, hence training should not consist of erudition alone. Service demands persons of high degree of integrity and impartiality; conclude with remarks by three officers depicting some of their problems.

General Observations
Opportunity for flexibility, permits local initiative, offers a safeguard against dictatorship by officials, opportunity for criticism greater than obtains with centrally administered services, obligations of citizenship, need for civic consciousness, ways of assisting a council, necessity to use facilities provided by local authorities.

October Competition

A N.A.L.G.O. FILM

Members are reminded that entries for the October competition, announced last month on page 294, must reach the Editor by first post on Wednesday, October 5.

More colourful and probably more likely to capture public imagination is the tour described by T. BARTON, Manchester. His broadcast would have to rely to a great extent on the efficiency of the B.B.C. "effects department." Perhaps we had not realised before just how many queer noises there are in local government.

Local government official—who knows everything—calls with Mr. John Citizen—who appreciates little—at secondary school in large town. They inspect and discuss briefly the big advance in education. Collect party of schoolboys and start trip on board corporation bus (noise of bus moving off). Steady flow of conversation among boys all day. The schoolboys ask questions about everything they see, and so a thousand and one facts are imparted by way of answer. John Citizen from time to time interjects questions of costs and rates, and the answers are supplied, usually in the form of "only 4d. in the £ for such a wonderful service."

Start with questions about buses and so get to know all about municipal transport.

Road up for repairs to burst water main. Boys watch pipes being jointed and foreman explains the process. Some facts given about the water supply.

The roadway being broken out, a section of the surface is visible, and the officer explains road-making principles—what traffic different kinds of roads must stand, and so on.

Move on to the electricity works, which are inspected (noise of machinery) more questions.

And so to the gasworks (more "effects"). Discover the great number of materials produced in addition to gas.

Visit the centre of the city—narrow streets and slum clearance areas indicated. Pass on to new housing scheme on outskirts of city. Improvements explained in detail—town planning, light and air, gardens, open spaces, etc.

Look down manhole in road above main drainage scheme. Drainage system explained. Drive to sewage works to inspect.

Shown controlled tip and cleansing department's workshops, reclaiming refuse and making useful articles.

On road later see police patrol car, policeman taking down message by wireless. Brief explanation. Visit police wireless station, hear messages sent out and received ("effects").

Arrive central library. Instructed in way to find books from index. Some statistics given.

Arrive at town hall. See officials at work in various departments: public health—charts and statistics produced; town clerk's—a brief insight into legal work executed; people paying rates—noise of machines and typewriters—more figures supplied.

Should any boy ask a question about any department's work, he could be taken there for practical explanation.

Stranger's gallery of city council. Hear important matter debated by councillors.

Tea with lord mayor in town hall. Suitable speech illustrating great volume of work and tremendous responsibility of local government. Speech from schoolboy and from a now-much-more-appreciative John Citizen.

The number of entries, from which we have given a selection, are so diverse in form that there exists very little basis on which to judge their relative merits. However, one phrase in the notice by which the competition was announced made one explicit condition:

"The synopsis" it said "must be of wide popular appeal." After much thought, we are awarding the prize of £1 1s. to T. G. BARTON, Town Hall, Manchester, and 10s. 6d. to B. SHAW, Goole.

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NEWCASTLE 79 Grainger St.
Post to Samuel Soden, 142 Regent Street, London, W.1
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Address .....
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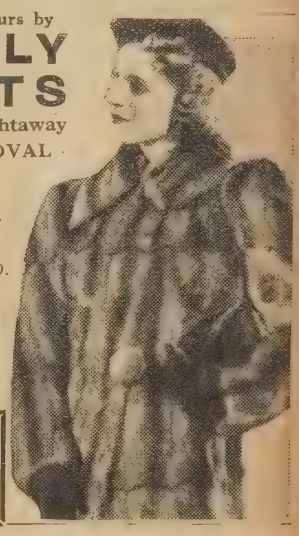
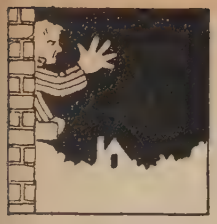
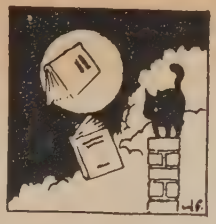




FROM MY BOOKSHELF



By Jonas Praps

WORLD AFFAIRS

THE chief interest in Michael Harrison's sojourn in France and Italy as related in "**Dawn Express**" (Collins, 12s. 6d.) is not the travel experiences, though he has many entertaining ones. A writer of some note, Mr. Harrison sets out to give first-hand information on the political situation in those two countries. His views are clearly stated and frankly outspoken; they are not the outcome of organized interviews with politicians nor do they bear the impress of officialdom. He discusses all shades of opinion with all types of persons, and his book gives the average reader much cause for thought on European affairs. He has much to say concerning the economic situation, and bases his observations on personal contacts.

A serious and thoughtful book on present world conditions is Aldous Huxley's "**Ends and Means**" (Chatto, 8s. 6d.). It is described as "a kind of practical, cookery book of reform containing political, economic, and educational recipes." It discusses the theories and practices of reformers and suggests a return to first principles. A perusal of it cannot fail to give impetus towards a real new age.

TWO LIFE STORIES

"**The Summing Up**" made by W. Somerset Maugham (Heinemann, 10s. 6d.) is not just his life and writings—that is, not merely autobiography—but rather a sorting out of his thoughts upon subjects which have interested him. There is much about the art of writing, the stage, and drama, mostly with his own experience as ground work. The final sections have a philosophical bearing. Mr. Maugham says his critics have pronounced him brutal, flippant, cynical, competent, and now, in his sixties, superficial. I found him most entertaining.

Although "**Surgeon Extraordinary**" by Loyal Davis (Harrap, 8s. 6d.) is described as "the life-story of Dr. J. B. Murphy," it is an extraordinarily interesting volume even to the layman. Most of my readers will never have heard of him or his work, but the term "the stormy petrel of surgery" eminently fits his case. It was a long time before the medical profession would recognize him as a colleague, looking upon him as unprofessional in his conduct and practice, but he came to be acknowledged as the leading surgeon of his day in America. The book is not in any sense technical and the man's character portrayal is as important to the author as the recital of his surgical successes.

A SEA VOYAGE

The "**Idle Hour**" looks as though that is about what it is intended for and not for the serious sea-voyage Mr. Dwight Long took in it. He possessed a boat of sorts at the age of seven and worked and saved until he could buy something worth while—then he bought the thirty-two foot ketch, "Idle Hour." It was in this cockle-shell that Long and a companion set out from Seattle in September, 1934, on a five-year cruise and reached London after many adventures. The account of his travels is set forth in "**Sailing All Seas in the 'Idle Hour'**" (Hodder, 9s. 6d.), and very entertaining it is, too.

FICTION

Mr. Richard Aldington in "**Seven Against Reeves**" (Heinemann, 7s. 6d.) writes with his tongue in his cheek. The book rightly bears the sub-title "a comedy-farce." Mr. Reeves, who has done very well as something in the city retires at the age of fifty. His wife has social aspirations and leads him into the snares of a social octopus who squeezes them pretty well in return for getting them into society. It is clever and amusing but one has difficulty in believing that a business man would be so easily duped. "Being an honest business man Mr. Reeves naturally refrained from examining his conscience," in the matter of a little mild flirtation. Disaster follows his flirtation and his wife's yearning towards high life and Mr. Reeves returns to the city, and his wife to sanity.

It is perhaps a tribute to J. B. Priestley's skill that he makes so fantastic a theme as that of "**The Doomsday Men**" (Heinemann, 7s. 6d.) appear real. The theme is that of a scientist and his brothers who form a crazy sort of brotherhood, the members of which are to be among the elect when their scheme for ending all life on earth at a given time matures: they might well be classed "The Bad Companions." They try to justify their attempt to make the earth peel by some chemical process destroying all living matter, on the ground that man is evil. The plot is ingeniously developed, a series of incidents bringing the principal characters together in the neighbourhood of the intended debacle—a wild spot off the beaten track in California. The author is not particularly successful in the love portions of this "adventure."

(*Continued from next column*)

Facilities for personal coaching are now available at most of the established Bridge clubs without the necessity of becoming permanent members of the club.

"Practice, practice, practice," is the best slogan I can suggest, but it is, of course, essential that the other players are sound in their principles. I hope that the projected course will help to clarify and improve the principles of many of my readers.

By Neville Hobson

CONTRACT COURSE

SINCE my recent inquiry as to whether there was a demand for a "tabloid" course on Contract, I have received several cards asking for this, and I propose, therefore, to devote the next few months to a summary of the main principles of Contract Bridge.

This is an undertaking of some difficulty, as considerations of space prevent detailed explanations, and the principles of bidding will have to be pithily expressed and accepted at their face value. I shall, therefore, refrain from recording anything of an unduly controversial nature, and will confine the Summary to principles which are accepted by the majority of Bridge experts in this country and America.

Conventions: I shall not attempt to deal with any of the conventions until the main groundwork has been covered, particularly as bidding by—what is termed—natural methods has proved quite successful in competitive spheres.

Course: The course will probably consist of articles dealing successively with:

Honour Trick valuation—for bidding purposes;
Initial bids;
Supporting bids;
Jump bids—indicating a strong hand;
Pre-emptive bidding;
Slam bidding; and
Penalties.

Play of the hand: Matters relating to the play of the cards will only be dealt with incidentally, and the course will be confined to the above matters, in order that a complete change in the type of Bridge articles can be made after reasonable time has been devoted to a concise outline of Contract principles.

Textbooks: In view of the summarized nature of the advice and hints which will be given, players interested are strongly urged to consult some small textbook dealing with Contract Bridge, as these will explain more fully the reasoning underlying the principles and give illustrations from play. "CONTRACT BRIDGE IN 20 MINUTES," by Harold Thorn, published by Eyre & Spottiswoode, can be obtained for 1s., and a visit to any good bookseller will bring to notice many other good and inexpensive books to which reference should be made—both by beginners and those who consider themselves well over the pons asinorum.

Queries: If any reader cannot understand the reason or significance of any principles or suggestions but cares to send me a postcard addressed to Beverley, E. Yorks, I shall be pleased to reply direct, as soon as my other activities—which grow wider every year—will permit.

The best advice I can give is to seek out better and more experienced players and watch their bidding and methods of play.

(*Continued in previous column*)

HEADQUARTERS ANNOUNCEMENTS

N.A.L.G.O., 24, Abingdon St., Westminster, S.W.1. *Telephone:* **WHItehall 9351.** *Telegrams:* **Natassoc, Parl., London.**

General Secretary: L. Hill.

Deputy General Secretary, Legal Secretary and Insurance Secretary: J. Simonds, M.A., Barrister-at-Law.

Accountant: H. G. Baker.

Organizing Secretary: J. B. Swinden.

Education Secretary: H. Slater, B.Sc. (Econ.), F.C.I.S.

Special Activities Secretary: H. Wright.

Public Relations Officer: A. Spoor.

Divisional Secretaries:

Metropolitan and Eastern: T. M. Kershaw, 24, Abingdon Street, S.W.1; WHItehall, 9351.

North Western and North Wales: Haden Corser, 2, Mount Street, Manchester, 2; Blackfriars 7668.

North Eastern and Yorkshire: W. Cecil Wood, 12, East Parade, Leeds, 1; Leeds 24861.

East Midland, West Midland, and South Wales: J. E. N. Davis, Prudential Buildings, St. Philip's Place, Birmingham, 3; Central 1836.

South Eastern, Southern, and South Western: F. Thomas, Room 60, Somerset House, Reading: Reading 3880.

Scottish: J. M. Mortimer, 67, West Nile Street, Glasgow, C.1; Douglas 404.

COST OF LIVING

The average percentage increase in the cost-of-living index over the July, 1914, level for each of the past six months is:

April 54	July 59
May 56	August 56
June 55	September 56

The percentage increases for the past three months in each of the five groups on which the index figure is based are:

	July	Aug.	Sept.
Food	46	41	40
Rent	60	60	60
Clothing	110	110	110
Fuel and Light ..	80	80	80
Other items	75	75	75

IMPORTANT DATE

October 31.—Branches to remit all monies due to the Association to Headquarters. Summary Sheets to be forwarded to Headquarters as soon as possible. District Committees to furnish Annual Reports and Financial Statements to Headquarters.

CIRCULARS TO BRANCHES

August 22

85/LOG/38 (To certain Logomia local correspondents.)
In connection with commission and collecting fees.

September 12

83/PR/38 (To branch secretaries and public relations correspondents.)
Inviting branches to consider the formation of wireless listening groups to discuss local government problems.

86/ORG/38 (To branch secretaries.)
Enclosing revised Rules and Constitution of the Association.

88/PR/38 (To branch secretaries.)
(a) Stating the need for a public relations correspondent in each branch.
(b) Asking for information about "Civic Sundays."

89/PR/38 (To public relations correspondents.)
Suggestions from the public relations officer, including:
Formation of N.A.L.G.O. Research Groups to investigate questions of popular interest in local government and issue reports—through Headquarters—to the Press;
Supplying to the Press, articles on "How local government works" written in popular style;
Encouraging good feeling between the local authority and the Press;
Interesting councils in film production of local services; and
That each correspondent should select one particular piece of work and concentrate on it.

90/LEGAL/38 (To branch secretaries.)
The position of Matrons under the Local Government Superannuation Act, 1937.

91/ORG/38 (To branch secretaries.)
The completion of branch membership returns (summary sheets).

92/GEN/38 (To branch secretaries.)
Details of a Subsistence Production Scheme—a scheme to aid the older unemployed.

93/ORG/38 (To branch secretaries.)
Asking for news of improvements in nurses' conditions.

September 13

94/SA/38 (To branch secretaries.)
Regarding the distribution of "Help Yourself" annuals.

N.A.L.G.O. Holiday Centre, Croyde Bay, N. Devon.

APPOINTMENT OF MANAGER

Applications are invited for the position of Manager of the Association's Holiday Centre at Croyde Bay, North Devon, at a salary of £300 per annum rising by annual increments of £25 to £350 per annum, plus light, heating, and the use of an unfurnished house. Food is provided when the Centre is open.

Applicants for the position must have good organizing ability, and be thoroughly efficient in catering, purchasing commodities and staff management.

The Association has adopted a superannuation scheme on the lines of the Local Government and other Officers' Superannuation Act, 1922.

A copy of the form on which application must be made not later than October 22, 1938, can be obtained from:

L. HILL,
General Secretary.
N.A.L.G.O.,
24, Abingdon Street,
Westminster, S.W.1.

GET TO WORK ON YOUR "BEANO" ENTRY

Prizes for Each Accepted

VALUABLE prizes are offered for stories, articles, jokes, poems, drawings, and photographs for the 1939 number of "BEANO," the Association's own holiday annual in aid of the Benevolent and Orphan Fund. This is your chance to win. Your interests and ability are bound to find an outlet in one of the sections of the competition given below. The last day on which entries will be accepted is January 9, 1939. Here are details of the prizes:

SHORT STORIES
(between 1,000 and 4,000 words)
FIRST PRIZE—Five guineas
SECOND PRIZE—Four guineas
(between 800 and 1,000 words)
FIRST PRIZE—Four guineas
SECOND PRIZE—Three guineas
CONSOLATION PRIZES—One guinea for each story used

ORIGINAL ANECDOTES AND JOKES (not exceeding 200 words)
FIVE FIRST PRIZES of five shillings each
CONSOLATION PRIZES of 2s. 6d. each

HUMOROUS ARTICLES
FIRST PRIZE—Three guineas
SECOND PRIZE—Two guineas
CONSOLATION PRIZES—Half a guinea for each article accepted

HUMOROUS DRAWINGS (Colour, Pen and Ink or Brush Work)
FIRST PRIZE—Five guineas
SECOND PRIZE—Three guineas
FIVE CONSOLATION PRIZES—One guinea each.
Other drawings accepted will be paid for according to merit.

ARTICLE ON ANY SUBJECT (not humorous)
FIRST PRIZE—Two guineas
SECOND PRIZE—One guinea
CONSOLATION PRIZES—Half a guinea for every other article accepted

POEMS (not exceeding 60 lines)
FIRST PRIZE—One guinea
SECOND PRIZE—Half a guinea
CONSOLATION PRIZES—Five shillings for any poem accepted

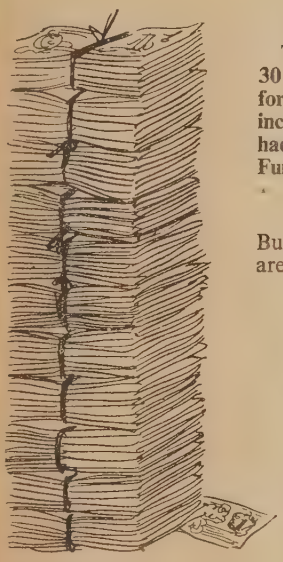
PICTORIAL, "HUMAN," OR AMUSING PHOTOGRAPHS of Local Government Interest
FIRST PRIZE—Two guineas
SECOND PRIZE—One guinea
CONSOLATION PRIZES of half a guinea for each photograph published

OTHER ENTRIES
Prizes will be awarded for other contributions of an original nature, or which do not fall in any category above, if accepted.

Winning entries will be published, anonymously or under a nom-de-plume if requested, but the entrant's name and address must be stated on every entry.
All entries must be written on one side only of the paper—preferably in typescript.
Unpublished contributions will be returned only where a stamped, addressed envelope is enclosed. Contributions for more than one section *must be* accompanied by a stamped, addressed envelope for each section if they are to be returned.
The Editor's decision is final and all rights of publication of any entry are reserved.
The Editor reserves the right to reduce the prizes in any section should entries fail to reach the required standard.
Entries should be sent to N.A.L.G.O. Headquarters.

What will happen?

We do not want to alarm you but we feel you ought to know that the income of the Benevolent and Orphan Fund, since January, has fallen far behind its expenditure. Unless the Fund's financial position considerably improves, it may not be possible in the future to give the same generous help to the needy as in the past.



The pile of money on the left represents contributions to the Benevolent and Orphan Fund from branches, since January 1 (£12,650) and on the right the expenditure in grants (£18,000).

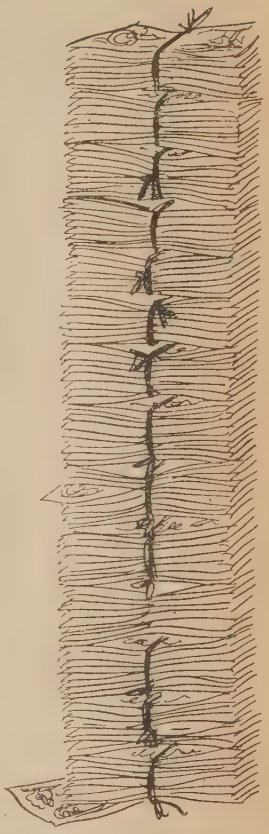
THE DEFICIT IS £5,350

The Association has definite commitments to maintain 30 children in orphanages and has made itself responsible for the support of widows who have no other source of income. Furthermore, many of your colleagues who have had to leave the service for medical reasons look to the Fund for financial help.

THE WORK MUST GO ON

But it can do so only with your active support. Here are a few ways you can help:

Pay your monthly subscription regularly. It's only 3d. a month—more if you like.
Become a "life" member—one subscription of £5 5s.
Make a private donation either to your branch secretary or on the panel provided at the foot of the page.
Urge your branch to compete for the district trophy presented at Conference to the branch having the highest contribution per member.
Organise social functions at your branch or amongst your friends, in dances, dinners, concerts, operatic and dramatic shows, concerts, whist drives, garden parties, fetes, sport days, indoor sporting competitions, car "flips," "bun-penny" weeks, and so on; and
If you cannot spare time for this, support every effort made in your locality to raise funds.



DO NOT DISAPPOINT YOUR LESS FORTUNATE COLLEAGUES

To The N.A.L.G.O. Benevolent and Orphan Fund

I enclose a remittance to the value of £ s. d. as a donation to the Fund, in response to your appeal in the "Local Government Service."

Address.....

Signed..... .....

FILMS WORTH SEEING
October Releases

THERE are four films to be released this month that might call for as many visits to the cinema from the enthusiastic fan who wishes to miss nothing that's good. They are:

Nothing Sacred, United Artists.—A clever and callous piece of satire, holds the attention and keeps you laughing by sheer force of ridicule. Typical of America at its most subtle, it jibes at every emotion and precept—nothing *is* sacred. Frederick March, newspaper reporter, out for "a sensational "scoop," discovers a girl in the country, Carole Lombard, who is supposed to be dying of radium-poisoning. Her patience and quiet courage—born of the secret knowledge that she is not to die at all—captures newspaper headlines as it inspires American hearts, including that of the luckless reporter who eventually discovers her to be in perfect health and himself in an awkward position: to choose between the wrath of his Editor if she doesn't die, and his own mortification if she does. The film is in technicolor throughout.

The Drum, United Artists.—Specially written by A. E. W. Mason for Sabu, the young Indian star of *Elephant Boy,* this film is adventurous, simple in presentation, and "enormously British." It is a tale of revolt on the North-West Frontier. Sabu, as Prince Azim, educated at a British school, greatly admires the English and, in a vigorous suspense-climax, saves a regiment of British soldiers from a machine-gun ambush by means of his secret drum tattoo. It is given in technicolor; and the acting is good within the limits of the plot.

In Old Chicago, 20th Century Fox.—One of the "stupendous spectacles" of which American producers seem so fond nowadays. The fire, probably the biggest ever ignited for the screen, and the scenes of panicked crowds, are as terrific as they can be made. The struggle, in a lusty American "boom" town, between two brothers, the social reformer and the racketeer, which dominates the plot, gives Alice Brady, as the widowed mother, a chance to show herself as a first-rate dramatic actress.

Three Comrades, M.-G.-M.—Fine acting by Robert Taylor, Franchot Tone and Robert Young, in a screen version of Erich Remarque's novel of post-war Germany. The light-hearted tone at first gives way to moving scenes in which a girl, who is loved by one of them, is nursed through a tragic illness, and overstressed sentiment becomes rather wearisome before the end.

CHEAPER PLAY-GOING

Theatre-going is coming into fashion again—and at cheaper prices, too. A new organization, the Theatregoers Association, is to provide one play each month for 2s. 6d., only the best West End productions, light or serious, being chosen. Special arrangements ensure that several thousand seats are available to be distributed—on the ballot system, and *at least* Upper Circle seats—amongst members.

Membership rules and details can be obtained from The Theatregoers Association, Victoria House, Southampton Row, W.C.1 (Telephone: HOLborn 7146).

The Deadly Attacks of STOMACH ACID

That feeling of discomfort you get after a meal—is it as trivial as you think, or is it a warning of worse to come? That is often how the most agonising stomach disorders begin. It is just the result of too much acid in the stomach. Easily put right, but unless you do put it right, an insidious attack begins on the delicate digestive organs. Increasing pain and heartrending difficulties in eating soon make life a misery, and finally the dreaded gastric or duodenal ulcer may appear.

You would be wise to stop the trouble at the beginning, with a few doses of Maclean Brand Stomach Powder mixed in milk or water. This famous remedy provides the perfectly balanced alkalies you need to neutralise the excess acid, to soothe and protect delicate stomach tissue, and gently to restore to you the comfort of natural digestive action.

To make sure of the soothing relief of Maclean Brand Stomach Powder, look for the signature "ALEX. C. MACLEAN." Maclean Brand Stomach Powder is only genuine with that signature on bottle and carton. Sold only in 1/3, 2/- and 5/- bottles of Powder or Tablets, and handy pocket tins of Tablets, 9d. Never sold loose.

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(Incorporated 1891)
Corporate Accountants' Examinations

The next Examinations of the Corporation of Accountants, Preliminary, Intermediate and Final, will be held in Glasgow, Aberdeen, Edinburgh, Dublin, Belfast, Newcastle-upon-Tyne, Hull, Birmingham, Liverpool, London, Manchester, Portsmouth, Leicester, Sheffield, Leeds, Bristol, and Cardiff, on Tuesday, Wednesday and Thursday, 13th, 14th, and 15th Dec., 1938.

Candidates wishing to present themselves must make application not later than the 12th November, 1938.

Full particulars and forms can be obtained from the Registered Office.

J. STIRLING BROWN, F.C.R.A., *Secretary*
137, West George Street, GLASGOW, C.2.

LOCAL GOVERNMENT ADMINISTRATION EXAMINATIONS

are held in June and December. For Syllabus and application forms, apply THE SECRETARY, CORPORATION OF CERTIFIED SECRETARIES, SECRETARIES HALL, 28, FITZROY SQUARE, LONDON, W.1.

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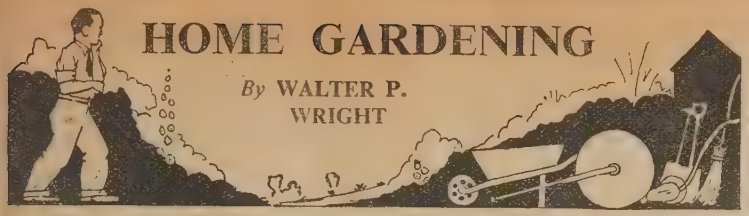

HOME GARDENING

By WALTER P. WRIGHT

WITH reference to my remarks on growing one large Hyacinth bulb per bowl of fibre in place of four smaller ones, a correspondent reminds me of an easy and secure way of staking—setting the bulb in a comparatively small bowl, say, 6 inches in diameter and 3 to 3½ inches deep, putting this within a larger one (say, 8 or 9 inches) and packing the space between with fibre to hold the supporting stakes perfectly firm when the time comes for the flower-spike to be supported. I know the plan quite well—in fact, I believe that I originated it. If the fibre is good and the proper degree of moisture is maintained throughout, a very fine Hyacinth can be produced.

The Art of "Tidying Up."

Disposal of garden rubbish presents a problem this month when withering annuals and herbaceous perennials are removed. Much of the softer material can be buried during autumn digging, but it is not wise to dispose of hard, twiggy stuff in this way. Refuse should be looked over first to see whether any is suitable for plant-stakes, and the rest burned, but I avoid incinerators as wasteful of time and trying to the temper, preferring a few bricks on edge as a base; with these, a fork and a pint of paraffin, I can burn a large heap very quickly. I lay a thin coat of dry rubbish mixed with newspaper on the bricks, sprinkle it with paraffin, and when the fire is well alight feed it with loose forkfuls, damping with oil as needed to keep it burning freely. With a thoroughly hot base one can bank the fire and leave it safely, knowing that if it does go out too soon the unburnt stuff will be well dried. See the job through at once if possible: remember that with careful management a cartload can be reduced to ashes within an hour. Then put a few shovelfuls of lawn mowings or soil over the mass, leave for a day, and finally spread the whole over the surface of the soil.

I wonder whether some of my readers sowed lawn grass seed in August or September? Many experts do, and one such has a lovely lawn produced from seed sown as late as the middle of October, last year. But such late sowing must be made in a perfectly level and fine surface, and must be followed up by careful attention throughout the autumn. The patch must be rolled, preferably several times, as soon as the ground has greened over, but only with a very light roller; weeds must be picked out on sight. One must add, too, that a liberal allowance of seed should be provided—say, a minimum of an ounce per square yard.

A writer in a gardening paper was telling his readers a few weeks ago that he believed in treating some hardy annuals as hardy perennials by sowing them in August. He might have added, but did not, that this is really an old plan, the drawback to which is that, while plants so raised often become strong and flower early the following year they also go to seed early in a hot, dry summer. If it comes to that, Sweet Peas can be sown outdoors as late as mid-October in many districts and still flower profusely the following July. Sow fairly thick as a safeguard against losses, but if the row does well and is allowed to get dense when flowering time comes the bloom will soon be over, so that spring thinning is desirable.

Lots of useful plants should go out this month: Daisies, Brompton Stocks, Canterbury Bells, Polyanthuses, Sweet Williams, Forget-me-nots and Wallflowers especially, and bulbs. It may have happened, too, that a lover of Columbines made a sowing back in May or June. If he did, he probably got impatient at their slow progress during the summer, for to be sure baby Aquilegias do take their time, but when once in swing develop faster than most hardy plants. Continue, therefore, to hope for the best. A patch of first-class plants is a lovely sight in May, and a lasting one to boot.

Has any reader fancied a particular Rose seen at a show? Then let him order it forthwith, lest he be too late, meanwhile tilling his soil deeply but leaving the top rough so that it may be in prime condition for November planting. Has black spot been troublesome among this year's bushes? Then it may be interesting to try hard pruning in autumn—except in districts subject to severe spring frosts and bitter winds—afterwards dressing the ground with 2 lb. of sulphate of iron per square rod. I tried the plan last year, not with complete success admittedly, but with encouragement to try again.

Why Not Keep This Year's Dahlias?

I often wonder what proportion of amateur gardeners save their Dahlias from one year to another. I do not do this, but give the old tubers to my assistant who, having a light soil, replants the tubers at once and leaves them in the ground to stand the winter. He gets good results, but naturally the plants go out of bloom earlier than fresh stock raised from seed or cuttings in winter or early spring.

Knowing that the popularity of Pinks is increasing I pointed out, at a suitable period last summer, how they could then be increased by means of "pipings." If, however, that could not be done at the time, it may be useful to point out another method of increase and one suitable for the early autumn, but reliable only if glass accommodation is available. Pull off the short tufts, the bases of which are probably firm and grey, divide them, cut the bottom of each stem cleanly across, then slit the stem upward to a length of an inch or so, and keep the two "legs" apart while pressing sandy soil round them.

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Education Page

COUNCILS' CHECK ON LOCAL WASTE

Compares Favourably with Central Government

THE opinion that members of local councils had a far more effective check on local extravagance than M.P.s had over Government departments was voiced by Sir Percy Harris, M.P., formerly deputy chairman of the London County Council, in opening the first week-end school of the South Western district at University College, Exeter.

One of the problems local authorities had to face was the charge of extravagance. From his experience of Parliament and of a local authority he was sure that the public were far more conscious of rates and kept a far greater notice over them through their elected members than they had ever done or were likely to do over Government departments.

"When attacks of extravagance are made on local authorities," he added, "you have to have a sense of proportion and to realise that on the whole our local government system provides very great checks against waste, and compares most favourably with work done by the Government.

"In recent years there has been rather a tendency away from local government as a medium of administration for new legislation. The Unemployment Assistance Board and the Unemployment Insurance Act are examples." Sir Percy had always tried to impress upon the House of Commons the value of local administration, even at the price of some efficiency. It was far better, in his opinion, to use their local machinery and take advantage of local knowledge rather than have central administration through officials not responsible to the locality.

OTHER POINTS MADE AT EXETER

Making Life Worth Living

"It is conceivable that when the State, or municipality, has done all it can, there remain outside a whole series of things that have to be done to supplement that service by voluntary effort. . . . There is the question of the preservation of the rural amenities of the community so that the jerry builder does not disfigure things that are beautiful. Then there is the great problem of providing village libraries. A village can be made worth living in, not merely by mechanical supplies to that village, but by human relationships which could be established only by a local co-operation service."—*Rt. Hon. Lord Snell.*

Tell the Public

"There never was a time when it was more desirable to get folks to understand what they got in return for expenditure than now, and yet nobody has done it effectively."—*Dr. J. Sykes.*

A Warning Hint

"The county areas are a chaos of size and shapes ranging from large, populous and wealthy areas, such as the West Riding of Yorkshire or Lancashire, to the absurdities of Rutland or Flintshire. Unfortunately, nothing has been done during the last fifty years to rectify it. There is a tacit assumption of unalterable boundaries which is making peaceful changes almost as difficult in Devonshire and Wiltshire as it is in Central Europe.

"What are the alternatives to fairly drastic changes? If resistance to adaptation to social need is too strong and too successful, the usual sequence would be that some entirely different solution would be attempted which appears to offer no sort of threat to the existing institutions. It will be found later that what seems to be a cloud no bigger than a man's hand on the horizon has clouded the entire sky."—*Dr. W. A. Robson.*

(*Continued from next column*)

lectures during the session 1938-39 and special courses are being arranged in such subjects as social service, economic history and public administration. Full details: The Secretary, Morley College, 61, Westminster Bridge Road, S.E.1.

London County Hall Centre

Three courses of lectures on social and political theory, history of local government, and English constitutional law, are to be given at County Hall, London. The courses are so arranged that students cover the ground for the diploma in public administration of London University. Full particulars: C. Winter, LL.M., c/o Room B73, County Hall, S.E.1.

Oxford Extension Lectures

The Workers' Educational Association, in conjunction with N.A.L.G.O. has arranged under the auspices of the Oxford University Extension Board a course of twelve lectures on the growth of local government in the 19th and 20th centuries. The lectures are to be delivered in the Town Hall, Hanley, on Monday evenings at 7.30 p.m. beginning on October 3. Syllabus and tickets from G. A. F. Morton, Education Offices, Town Hall, Hanley. Course tickets, 10s.; one lecture, 1s. 6d.

Manchester School of Commerce

A course for students preparing for the intermediate and final examinations of the Institute of Municipal Treasurers and Accountants has been arranged by the Manchester education committee at the Municipal High School of Commerce. Full particulars from the Registrar of the School, 103, Princess Street, Manchester.

N.A.L.G.O. Inter. and Final

Classes in preparation for N.A.L.G.O. (Inter. and Final) Examinations started at Swan Street L.C.C. Institute, Minories, E.C.3, on September 27. Two courses are open:

Inter., including elements of statistics, elements of economics, office practice, and local government and public administration.

Final, including law of contract and tort, law of master and servant, municipal organization, and state system of education. Fees (London rates) 8s. 4d. to 15s., according to age.

Students should enrol at Swan Street between the hours of 6 and 7 p.m.

LOANS SCHEME FOR STUDENTS

Authorities' Power to Help

Do you know that local authorities f higher education have power to ass students preparing for examinations? Se tion 71 (c) of the Education Act, 192 provides that the power of a local educ tion authority to supply or aid the supp of higher education under the Act include

"power to provide or assist in pr viding scholarships (which term i cludes allowances for the maintenanc for, and to pay or assist in paying t fees of students at schools or colleg or hostels within or without that area.

Members desiring financial assistan in connection with examinations shou first make application to the local high education authority before applying f assistance under the Association's schen of loans for educational purposes. T assistance of students is primarily t function of the local higher educati authority and every effort should be ma to urge for the provision of new faciliti and to utilize those already existing.

HULL D.P.A. COURSE

The Association announces with gre pleasure that a course for a diploma public administration has been esta lished by the University College of Hu after protracted negotiations with repr sentatives of the Yorkshire area educati committee. The registration and tuiti fees for the course, covering two years, a £7 a year. Full particulars: The Registra University College, Hull.

SCOTTISH ASSESSORS

At the request of the Association of Loc Lands Valuation Assessors of Scotland examination for assistants in assessor departments in Scotland has now been s up. The N.A.L.G.O. Diploma, endors by the Assessors' Association, will awarded to those who pass the N.A.L.G.(intermediate and a final examination co sisting of the following compulsory subject municipal organization, obligations a contract, landlord and tenant, rating a valuation, and franchise and election la Tuition may be commenced at any tim Write to divisional secretary, 67 West Ni Street, Glasgow.

SOME OTHER LECTURES

City of London College

The College this year proposes to sta courses in public administration, economi social and political theory, and in oth subjects included in the syllabus for t diploma in public administration. T courses are designed to meet the needs students preparing for the examinati for the diploma of the London Universit cover all the compulsory subjects, and w be open to those not sitting for the exa ination, but who wish to take single su jects. Further information: H. L. Ell City of London College, Ropemak Street, London, E.C.2.

Morley College

The social science department of Morl College is organizing classes and publ

(*Continued in previous column*)

THERE ARE BOUND TO BE TIMES when you must seek medical advice and treatment. But the heavy charges of doctors, specialists, hospitals and nursing homes cripple carefully-balanced budgets.

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FEES OF SURGEON AND ANAESTHETIST up to £50
FEES OF SPECIALIST up to £6 6s.—£2 2s. a consultation
COST OF X-RAY, massage, etc., up to £10 10s.

Naturally, such a fine scheme as this would be unworkable without some safeguards, imposed for the benefit of all. But there are only four: Insurance is restricted to those under 45; Benefit is limited to a £50 maximum in any 12 months; it is payable only after six months' membership; and each person insured must pay the first £5 of claimable expenditure in any period of 12 months.

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SALARIES and SERVICE CONDITIONS

SALARIES

Whiston R.D.C.—The Lancashire and Cheshire Whitley council submitted a model grading scheme for the staff employed at the Infectious Diseases hospital, in response to a request from the Whiston council.

Blackburn.—At the request of the corporation, the Whitley council has prepared and submitted a model grading scheme for the whole of the staff employed at the Blackburn Infectious Diseases hospital.

Prestwich U.D.C.—At the council's request, the Lancashire and Cheshire Whitley council is preparing a model grading for the staff.

Mountain Ash.—Negotiations with the council, in which the branch was represented throughout by the divisional secretary, have resulted in the following scale of salaries being adopted :

Special Grade	£260 x £13 (5)—£325
Grade A	£260 x £10 (5)—£310
Grade B	£200 x £10 (6)—£260
Grade C	£120 x £10 (8)—£200
Grade D	£60 x £10 (5)—£110

Both men and women to receive a minimum of £2 per week on attaining the age of 21 years.

The scale represents a considerable improvement, in most instances, on that which previously existed. Increases were obtained for some of the ungraded officers.

Merthyr Tydfil.—On the application of the local branch the chief sanitary inspector has been promoted from Grade I (£270 x £10—£300) to Grade A (£310 x £10—£340), and three other sanitary inspectors from Grade II (£210 x £10—£260) to Grade I (£270 x £10—£300).

Newcastle - under - Lyme. — The town council has adopted the following revised scales for health visitors from April 1, 1938, in addition to £10 uniform allowance :

£210 x £5 (4) £10 (2)—£250

Sedgley.—The council has added the following to its grades :

Age 22	£100
Age 23	£110

SERVICE CONDITIONS

Whitehaven.—As a result of representations by the Association, the Whitehaven town council has adopted a resolution that the following words be added to its Standing Order No. 8 :

" In the event of any officer on the permanent staff being suspended, such suspension shall not be confirmed until the officer has been afforded an opportunity of meeting the employing committee, or sub-committee thereof, accompanied by the duly accredited representative of his or her organization."

Hawarden.—After representations by the local branch, the hours on Saturdays at the Hawarden R.D.C. offices have been altered from 1 p.m. to 12 noon, and four chief officials are to receive three weeks' holiday instead of two.

SUPERANNUATION

Rowley Regis.—The council has adopted the 1922 Act from October 1, 1938. The number of designated posts is 214—74 officers and 140 servants.

A CORRECTION

Barrow-in-Furness.—The grading scheme will be operated from April 1, 1938, and not April 1, 1939, as stated last month.

YORKSHIRE DISTRICT COMMITTEE
Salaries Campaign Progress

A statement of the position of grading in the district in relation to the national salaries campaign was made by Mr. H Allen, N.E.C., in making the report of the service condition sub-committee to the Yorkshire district committee on September 10, at Scarborough. Satisfactory progress had been made in several cases. The committee considered what steps were to be taken to further the campaign and recommendations designed to effect improvements were adopted.

An interim report of the hospitals and institution staffs sub-committee was made by Mr. R. Doidge (Leeds), in which he explained the thoroughness with which the committee had examined the proposals contained in the Nurses' Charter. Many useful suggestions will emanate from this consideration.

Mr. W. Laughton (Rotherham) reported that football and table tennis competitions had been arranged for the winter season.

An inquiry amongst branches regarding notifications issued to staffs in accordance with the requirements of the Superannuation (Administration) Regulations, 1938, revealed that several authorities had not yet furnished statements showing the officers' position under the Act. It was pointed out that the omission was serious so far as the future superannuation rights of the officers were concerned.

Bridlington branch was congratulated upon winning the Benevolent and Orphan fund shield by obtaining the highest average amount per member during 1937.

TOWN HALL DEDICATED

An interesting ceremony took place when the Kirkburton town hall, which has recently been refitted, was formally opened and dedicated by Sir Bernard Lomas-Walker, chairman of the West Riding county council. An opportunity was taken immediately following the ceremony of investing the chairman of the Kirkburton urban council with a chain of office, by a former member of the council.

Sir Bernard referred to the recent review of county districts and the necessity for friendly cohesion.

SCOTTISH NOTES

N.E.C. Delegation Welcomed

THE chief impression gained from the meeting at Glasgow, on September 13, when members of the National Executive Council visited the branch, was that the average member appreciates most keenly the opportunity to hear and meet with those responsible for carrying out the policy of the Association. Frequent meetings of this nature would, we feel certain, give the Association a new impetus. A representative gathering of 500 members from the South West area of Scotland met at the Ca'doro Restaurant, Glasgow, and were addressed by the President, Mr. J. L. Holland, Mr. W. W. Armitage, Mr. E. J. Stead, and Mr. J. W. Singleton. Mr. S. H. Brodie (Glasgow) made the arrangements.

On the following day the deputation visited the British Empire Exhibition at Bellahouston, and were received on arrival by Captain Graham, the general manager. In the afternoon the party was received by Mrs. Graham and Sir Robert Bruce, and was entertained to tea in the royal suite.

On Friday, September 16, Sir John Stewart, the Lord Provost of Glasgow, gave a private luncheon to the deputation to mark his interest in the Association. The Lord Provost had some appreciative things to say about N.A.L.G.O. and its influence in local affairs generally. His pawky wit was greatly appreciated by our English visitors.

At the special request of the Argyll branch the deputation attended a meeting in Oban on September 15. Considering the widely scattered nature of the district, bad roads and the many counter attractions, members turned out to the meeting in good numbers. The business of the adjourned annual meeting was disposed of, when all the present officers were re-appointed. The divisional secretary, having commented on the up-to-date position regarding superannuation, members of the deputation addressed the meeting. A further meeting was held at Edinburgh.

Annual Sports Day Results

The annual sports day was held at Bridge of Allan on Saturday, September 10, in glorious weather. While the entries were rather below the average, there was quite a good turn out of bowlers and golfers. The ladies' golf competition and the tennis competition had, unfortunately, again to be held over.

The prize-winners were :

Bowling : Trophy and first prize—West Lothian Rink (Skip, D. Edminston) with 28 shots up. The City Improvements (Glasgow) Rink (Skip, John Samson) with 21 shots up, runner-up.

Gent's Golf : Trophy and first prize—R. Martin (Scottish Eastern Border Counties branch) with 157. The first handicap prize was won by H. Mitchell (Glasgow) with 140, and the second handicap prize by J. Penny (Dundee) with 142.

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PERSONAL

Sheffield Guild Executive was recently deprived of its Chairman when it reluctantly accepted the resignation of **Mr. W. W. Armitage,** who had held this post since 1920. The branch journal remarks that in that year it was said: "he has been the inspiration and motive behind most of the work of the Guild . . . ."

A delegate to the annual Conference last year wrote in the Blackburn branch magazine:

"Nalgo's President created an everlasting impression in my mind of a man imposing in stature, sincere in conviction, and wholeheartedly enthusiastic for the attainment of the high ideals for which Nalgo ought to, and in my opinion does, stand."

* * *

After 21 years on the staff of Whitby U.D.C. electricity undertaking, **Mr. C. Townsend** will take up a post as resident electrical engineer with **T. A. Martin & Co.,** of Calcutta, India. He received two handsome gifts from his colleagues.

OBITUARY

We regret to announce the death of **Mr. S. E. Ferris,** aged 42, hon. secretary of Lancashire county branch since 1936, who had for some years been a member of the North Western and North Wales district committee.

The members of the Rugby, Wimbledon and Hammersmith branches will regret to learn of the death, soon after the birth of a daughter, of **Mrs. Margaret E. Bainton,** wife of R. W. Bainton, honorary treasurer and local correspondent at Rugby.

SPORTS NEWS

A Generous Council

At the first sports day and garden fete held by the Warwickshire C.C. branch on their own ground at Myton there were over 600 members and friends present.

Alderman T. H. Ryland, chairman of the county public assistance committee, who signed a declaration formally opening a new sports pavilion, said that it had become the practice of firms and large employers of labour to provide grounds for their staffs. He thought that county councils and other public bodies should put themselves in as good a position as employers "outside."

INGENIOUS RE-CONSTRUCTION

An example of how dustcarts and road-sprayers can be readily converted into machines for the defence was illustrated by an entry of the Mablethorpe and Sutton branch in their local carnival. A notice gives an outline of the method of re-construction: *Itwazza Spraya Nowitzer Howitzer.*

The pavilion and ground are provided and maintained by the council, the branch paying a small annual acknowledgment. A whist drive and dance held in the evening brought the proceeds up to £15—for the Benevolent and Orphan Fund.

S.W. District Cricket Competition

At a match at Exeter on September 3, Bristol defeated Plymouth by 108 runs to 68, after an enjoyable game. The president of the Plymouth branch congratulated the winning team on their victory.

L.C.C. Rugby Football Club

London county council Rugby football club played its first match this season on September 17 against Slough. Four fifteens are being fielded each week, and the fixture list includes matches against Old Tiffonians, Harlequins "A" and Oxford Nomads.

Thornton Cleveleys Cricketers

The Nalgo cricket club at Thornton Cleveleys, members of the Fylde League, have had a successful season and have finished fourth from the top.

Prudhoe Hall Colony Tennis

The semi-finals and finals of the 8th annual tournament were held on the Colony courts, on September 10, resulted in wins for the following:

Nurse R. Ward (Ladies' Singles).
N. Winpenny (Men's Singles).
T. Hodgson, Nurse Hills (Doubles).

VITAL COST-OF-LIVING INQUIRY PLEA

Accurate Form-filling Essential

WE have received an urgent message from the Civil Service Statistical and Research Bureau to impress upon those of our members who undertook to co-operate in the cost-of-living inquiry, the importance of submitting an accurate account of family expenditure for the next "Week of Inquiry," October 9-15 inclusive, and of keeping regular weekly records of expenditure on clothing. The final week will be in January, next year.

The Bureau states that the response is not coming up to expectations. Firstly, a number of people have dropped out without giving any valid reason, and secondly, many forms which have already been sent in and scrutinised, contain serious errors and omissions and show a disregard for the accompanying instructions for their proper completion. It is earnestly hoped that all those who consented to do so, will assist in the inquiry for the remaining weeks. It is difficult to believe that any local government officer is a culprit so far as slack filling-in of forms is concerned, being himself so sorely tried by the same carelessness on the part of others.

It is realised that the completion of the forms involves time and effort for those upon whom the lot falls, but if the job is done haphazardly to save an hour or two's work, much unnecessary labour must fall upon those at the centre and must increase the cost of the investigation. The officers of the bureau and participating Associations have cheerfully shouldered the work involved, believing that it is a job worth doing. The success of the inquiry depends on the goodwill and co-operation of individuals. Members are urged to consult the instructions *before* filling in details. Please do your best to make the inquiry a success.

The Bureau is investigating the cost of living as reflected in the family budgets of public officials with over £250 a year, and covers the main groups of organized officials, including the National Union of Teachers, the Educational Institute of Scotland, the L.C.C. Staff Association, representative civil service staff associations and N.A.L.G.O.

Leamington Spa Courier.

Alderman Ryland signing a declaration opening the new pavilion, presented by the Warwickshire county council to the branch.

Northern Press.

South Shields bowls team, winners for the third time running of the "Sir W. H. Stephenson Challenge Cup," in the North-eastern Municipal Officers Bowls League.

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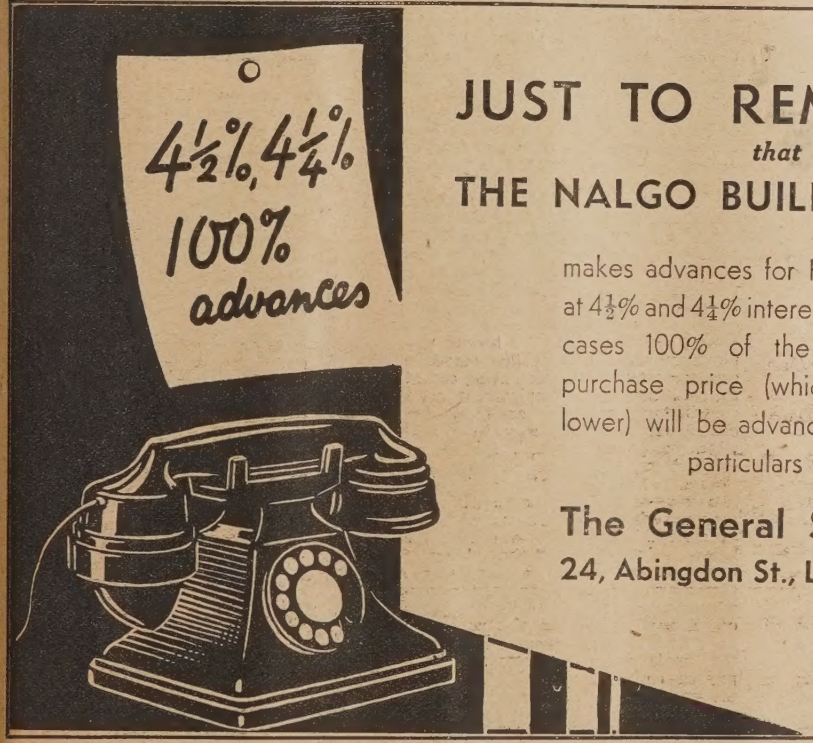

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NEW SUPERANNUATION REGULATIONS

THE Minister of Health has issued the following draft, dated August 23, of regulations proposed to be made under proviso (ii) to paragraph (b) of subsection (2) of section 8 of the Local Government Superannuation Act, 1937.

97328.

The Minister of Health, in exercise of the powers conferred on him by proviso (ii) to paragraph (*b*) of subsection (2) of section 8 of the Local Government Superannuation Act, 1937, and of all other powers enabling him in that behalf, hereby makes the following Regulations.

1. These Regulations may be cited as the Local Government Superannuation (Additional Contributory Payment) Regulations, 1938.

2.—(1) The Interpretation Act, 1889, applies to the interpretation of these Regulations as it applies to the interpretation of an Act of Parliament.

(2) In these Regulations the expression "the Act" means the Local Government Superannuation Act, 1937.

3. The sum to be paid by a contributory employee who desires to receive by way of superannuation allowance in respect of any year of non-contributing service—

(*a*) a fraction of his average remuneration larger than one one-hundred-and-twentieth but not exceeding one-sixtieth ; or

(*b*) an annual sum, being a fraction of his average remuneration larger than one one-hundred-and-sixtieth but not exceeding one-eightieth, and a lump sum, being a fraction of his average remuneration larger than one-sixtieth but not exceeding one-thirtieth ;

shall be calculated in accordance with the provisions contained in the Schedule to these Regulations.

4.—(1) Such sum may be paid in a lump sum forthwith upon the contributory employee notifying the employing authority in writing within any such period mentioned in paragraph (5) of this Article as is applicable to his case that he intends to secure a title to any such superannuation allowance as aforesaid or, subject as hereinafter provided, by such instalments as within three months after the date of such notification (hereinafter refered to as "the material date") may be agreed between the employee and the employing authority.

(2) If such sum is made payable by instalments, the instalments shall be of equal amounts spread over a period of not more than ten years after the material date, the first instalment to be paid within four months after the material date :

Provided that the whole of the instalments shall be payable before the date on which the employee will attain the age of compulsory retirement applicable in his case :

Provided nevertheless that—

(*a*) if he has completed, or can before attaining the age of sixty years complete, forty years of service ; or

(*b*) if, being a female nurse, midwife or health visitor in whose case the age of compulsory retirement is sixty years, she has completed, or can before attaining the age of fifty-five years complete, thirty years of service ;

the whole of the instalments shall be payable before the date on which the employee will attain, in the last-mentioned case fifty-five years, and, in any other case sixty years.

(3) If such sum is payable by instalments, then, while any instalment remains to be paid the following provisions shall have effect—

(*a*) interest shall be payable as from the material date upon the amount for the time being unpaid and shall be calculated at the rate of three per cent. per annum, with half-yearly rests ;

(*b*) if the employee becomes entitled to a superannuation allowance under the Act, a deduction in respect of any amount due may be made from any payment on account of the superannuation allowance ;

(*c*) if the employee dies without having become entitled to a superannuation allowance, the balance of the debt shall be treated as having been discharged ;

(*d*) if the employee ceases to hold his employment without having become entitled to a superannuation allowance, and is entitled to a return of contributions, then, at the expiration of twelve months, the employee shall cease to be entitled to any rights in respect of payments made by him on account of the debt, except any right to a return of contributions, and his liability in respect of the balance of the debt shall cease, unless within that period the employee has again become a contributory employee without having previously become a local Act contributor, in which event, subject as hereinafter provided, the right to receive the balance of the debt shall be deemed to be transferred to the employing authority whose employment the employee has entered, and the employee shall pay to that authority an amount equal to any sum which may have been returned to him in respect of payments made by him on account of the debt.

(4) The provisions of sub-paragraph (*d*) of paragraph (3) of this Article shall have effect subject to the following provisions—

(*a*) if after an employee has ceased to hold one employment and entered one other employment as a contributory employee, being a part-time employment, that employee, within twelve months after having ceased to hold his former employment while retaining that part-time employment and without having ceased to hold any other employment as a contributory employee or local Act contributor which he may have held when he ceased to hold his former employment, enters the part-time employment of another local authority or of two or more other local authorities and become such an employee or contributor as aforesaid, the right to receive the balance of the debt and the liability of the employee to make payments to the employing authorities shall be apportioned in accordance with the provisions of sub-paragraph (*c*) of this paragraph as if he had simultaneously entered all the employments he holds, and any payments already made by him under the provisions of sub-paragraph (*d*) of paragraph (3) of this Article shall be adjusted accordingly ;

(*b*) if the employee having ceased to be in the whole-time employment of a single employing authority has become a contributory employee in their part-time employment and a contributory employee in the part-time employment of another employing authority, the right to receive only such portion of the balance of the debt shall be deemed to be transferred to that other employing authority as bears the same proportion to the balance of the debt as the annual remuneration of the part-time employment he has entered under that other employing authority bears to the aggregate amount of the annual remuneration of the part-time employments, and the employee shall pay to that other employing authority an amount equal to a similar proportion of any such sum which may have been returned to him as aforesaid, the balance thereof being payable by him to the single employing authority aforesaid :

Provided that if the employee, within twelve months after having entered and while retaining the part-time employments aforesaid, has entered the part-time employment of another local authority or of two or more other local authorities and become a contributory employee or local Act contributor the right to receive the balance of the debt and the liability of the employee to make payments to the employing authorities shall be apportioned in accordance with the provisions of the next succeeding sub-paragraph as if he had simultaneously entered all the employments he holds, and any payments already made by him under the preceding provisions of this paragraph shall be adjusted accordingly ;

(*c*) if the employee having ceased to hold one employment has entered the employment of more than one local authority, the right to receive the balance of the debt shall be apportioned between the employing authorities—

(i) if none of the local authorities are local Act authorities, in the proportion which the annual remuneration of each part-time employment bears to the aggregate amount of the annual remuneration of the part-time employments ;

(ii) if any of the local authorities are local Act authorities, in the proportion which the annual remuneration payable by each of the employing authorities bears to the aggregate amount of the annual remuneration payable by those authorities and any local Act authority,

and the liability of the employee to make payments to the employing authorities in respect of any such sum which may have been returned to him as aforesaid shall be similarly apportioned :

Provided that if within twelve months after ceasing to hold his former employment the employee, while retaining the employments he has entered and without having ceased to hold any other employment as a contributory employee or local Act contributor which he may have held when he ceased to hold his former employment, enters the employment of another

(Continued on page 336)

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NEW SUPERANNUATION REGULATIONS

(Continued from page 334)

local authority or of two or more other local authorities and becomes such an employee or contributor as aforesaid, the right to receive the balance of the debt and the liability of the employee to make payments to the employing authorities shall be re-apportioned in accordance with the foregoing provisions of this sub-paragraph as if the employee had simultaneously entered all the employments he holds, and any payments already made by him under those provisions shall be adjusted accordingly.

(5) A notification under paragraph (1) of this Article shall be given—

(*a*) in the case of a person who is a contributory employee on the appointed day, within twelve months thereafter;

(*b*) in the case of a person who becomes a contributory employee after the appointed day without having previously been such an employee, within three months after becoming such an employee;

(*c*) in the case of a person who, having ceased to be a contributory employee, again becomes such an employee after a disqualifying break of service, within three months after again becoming such an employee.

5. Any sum or sums payable by an employee under these Regulations shall be paid to the employing authority and on receipt shall be paid by the employing authority to the appropriate administering authority.

SCHEDULE.

DIRECTIONS FOR USE OF THE SUBJOINED TABLES.

1. The age and remuneration of an employee mean his age on the material date and the annual remuneration on which he is paying contributions on that date.

2. The amount shown in the Table in relation to an age which corresponds with that of the employee is an amount appropriate in respect of £100 of remuneration. A total amount is to be calculated proportionately by reference to the remuneration of the employee. Such total amount is the sum payable by the employee in order to secure in respect of one year of the non-contributing service which he is entitled to reckon on the material date a superannuation allowance at the rate of one-sixtieth of his average remuneration, or a superannuation allowance consisting of an annual sum at the rate of one-eightieth of his average remuneration and a lump sum equal to one-thirtieth of his average remuneration.

3. The sum payable by an employee in order to secure in respect of one year of the non-contributing service which he is entitled to reckon on the material date a superannuation allowance at a fraction of his average remuneration larger than one one-hundred-and-twentieth but less than one-sixtieth, or a superannuation allowance consisting of an annual sum at the rate of a fraction of his average remuneration larger than one one-hundred-and-sixtieth but less than one-eightieth and a lump sum equal to more than one-sixtieth of his average remuneration but less than one thirtieth is that proportion of the amount calculated in accordance with the last preceding paragraph which the difference between the fraction chosen and one one-hundred-and-twentieth or one one-hundred-and-sixtieth, as the case may require, bears to one one-hundred-and-twentieth or one one-hundred-and-sixtieth, as the case may be.

4. The sum payable by an employee in order to secure any such allowance as is mentioned in either of the last two preceding paragraphs in respect of more than one year of the non-contributing service which he is entitled to reckon on the material date is the amount calculated in accordance with paragraph 2 or 3 of these Directions, as the case may be, multiplied by the number of years of the said service which the employee desires to reckon.

Table I—Officers (other than female nurses, midwives, and health visitors in whose case the age of compulsory retirement is sixty years).

Age	Amount for £100 of remuneration in respect of one year of non-contributing service.
	£ s. d.
Under age 35	6 10 0
35 and under 36	6 10 0
36 " " 37	6 10 0
37 " " 38	6 10 0
38 " " 39	6 11 0
39 " " 40	6 12 0
40 " " 41	6 13 0
41 " " 42	6 14 0
42 " " 43	6 15 0
43 " " 44	6 17 0
44 " " 45	6 19 0
45 " " 46	7 1 0
46 " " 47	7 3 0
47 " " 48	7 5 0
48 " " 49	7 8 0
49 " " 50	7 11 0
50 " " 51	7 14 0
51 " " 52	7 17 0
52 " " 53	8 1 0
53 " " 54	8 5 0
54 " " 55	8 9 0
55 " " 56	8 14 0
56 " " 57	9 0 0
57 " " 58	9 7 0
58 " " 59	9 15 0
59 " " 60	10 5 0
60 and over	£10 5s. less five shillings for each completed year by which the employee's age exceeds sixty.

Table II—Female nurses, midwives and health visitors in whose case the age of compulsory retirement is sixty years.

Table I shall apply subject to the modification that the amount shown in the Table in relation to an age which corresponds with that of the employee shall be increased by three shillings and sixpence for each completed year by which her age exceeds thirty, with a maximum addition of four pounds four shillings:

Provided that—

(*a*) if the age of the employee exceeds fifty-five, the amount of the increase shall be twelve pounds eighteen shillings less seven shillings for each completed year by which her age exceeds fifty-five; and

(*b*) in no case shall the amount of the increase exceed twelve pounds eighteen shillings.

Table iii—Servants.

Age.	Amount for £100 of remuneration in respect of one year of non-contributing service.
	£ s. d.
Under 25	4 2 0
25 and under 26	4 2 0
26 " " 27	4 3 0
27 " " 28	4 4 0
28 " " 29	4 5 0
29 " " 30	4 6 0
30 " " 31	4 7 0
31 " " 32	4 9 0
32 " " 33	4 11 0
33 " " 34	4 13 0
34 " " 35	4 15 0
35 " " 36	4 17 0
36 " " 37	4 19 0
37 " " 38	5 1 0
38 " " 39	5 3 0
39 " " 40	5 5 0
40 " " 41	5 7 0
41 " " 42	5 10 0
42 " " 43	5 13 0
43 " " 44	5 16 0
44 " " 45	5 19 0
45 " " 46	6 2 0
46 " " 47	6 6 0
47 " " 48	6 10 0
48 " " 49	6 14 0
49 " " 50	6 18 0
50 " " 51	7 2 0
51 " " 52	7 7 0
52 " " 53	7 12 0
53 " " 54	7 17 0
54 " " 55	8 2 0
55 " " 56	8 8 0
56 " " 57	8 15 0
57 " " 58	9 3 0
58 " " 59	9 13 0
59 " " 60	10 5 0
60 " " 61	10 5 0
61 " " 62	10 2 0
62 " " 63	9 17 0
63 " " 64	9 12 0
64 " " 65	9 7 0

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